

INDEPENDENT SCHOOLS NSW (PROFESSIONAL AND OPERATIONAL STAFF) MULTI- ENTERPRISE AGREEMENT 2025 SALARY SCALES 1 JULY 2025

Table 1(a) – Boarding Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
Level 1	65,370	2,507.34
Level 2	69,279	2,657.28
Level 3	76,069	2,917.72
Level 4	83,129	3,188.51
Full -Time and Part -Time Boarding Services Employees Working Saturday and Sunday – 6am to 6pm		
	Hourly rate for employees not working averaged hours on Saturday	Hourly rate for employees not working averaged hours on Sunday
Level 1*	34.74	48.63
Level 2*	35.80	50.12
Level 3*	38.99	54.58
Level 4*	42.18	59.05
Casual Boarding Services Employees Working Saturday and Sunday – 6am to 6pm		
	Hourly rate for employees not working averaged hours on Saturday	Hourly rate for employees not working averaged hours on Sunday
Level 1*	41.69	55.58
Level 2*	-	57.28
Level 3*	-	62.38
Level 4*	-	67.48

*Rates have been adjusted in accordance with the annual wage review

Table 1(b) – Classroom Support Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1.1	71,568	2,745.07
1.2	71,912	2,758.27
1.3	72,256	2,771.46
2.1	76,244	2,924.43
2.2	76,611	2,938.50
2.3	76,977	2,952.54
3.1	80,609	3,091.85
3.2	80,996	3,106.70
3.3	81,384	3,121.58
4.1	84,699	3,248.73
4.2	85,107	3,264.38
4.3	85,514	3,279.99

Table 1(c) – Clerical and Administration Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1.1	63,634	2,440.76
1.2	64,246	2,464.23
1.3	64,858	2,487.70

2.1	71,427	2,739.67
2.2	73,506	2,819.41
3.1	81,875	3,140.41
3.2	83,443	3,200.55
3.3	85,011	3,260.70
4.1	96,022	3,683.04
4.2	98,053	3,760.94
5.1	98,053	3,760.94
5.2	98,996	3,797.11
6.1	100,464	3,853.41
6.2	103,229	3,959.47
7.1	106,142	4,071.20
7.2	108,265	4,152.63
8.1	109,370	4,195.01
8.2	111,557	4,278.90

Table 1(d) – Curriculum/Resources Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1.1	76,941	2,951.16
1.2	77,304	2,965.08
2.1	81,345	3,120.08
2.2	81,729	3,134.81
3.1	85,473	3,278.42
3.2	85,876	3,293.87
4.1	86,279	3,309.33
4.2	86,683	3,324.83

Table 1(e) – ICT Support Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1.1	75,489	2,895.47
1.2	75,852	2,909.39
1.3	79,811	3,061.24
1.4	80,578	3,090.66
2.1	81,875	3,140.41
2.2	83,443	3,200.55
2.3	86,645	3,323.37
3.1	86,700	3,325.48
3.2	92,406	3,544.34
3.3	96,022	3,683.04
4.1	97,868	3,753.84
4.2	99,938	3,833.24
5.1	103,229	3,959.47
5.2	105,294	4,038.67
6.1	110,558	4,240.58
6.2	112,769	4,325.39

Table 1(f) – Instructional Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1.1*	53,453	2,048.80
1.2*	55,102	2,112.00
2.1*	55,786	2,138.20
2.2*	56,782	2,176.40
3.1*	61,839	2,370.20
3.2*	61,839	2,370.20
4.1*	63,847	2,447.00

4.2*	66,905	2,564.40
5.1*	69,305	2,656.40
5.2*	74,017	2,837.00

*Rates have been adjusted in accordance with the annual wage review

Table 1(g) – School Operational Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1.1	55,224	2,118.18
1.2	57,480	2,204.71
1.3	59,625	2,286.99
2.1	60,130	2,306.36
2.2	62,668	2,403.70
2.3	64,367	2,468.87
3.1	64,800	2,485.48
3.2	65,295	2,504.47
3.3	66,916	2,566.64
4.1	67,300	2,581.37
4.2	68,400	2,623.56
5.1	70,000	2,684.93
5.2	75,000	2,876.71
6.1	79,897	3,064.54
6.2	82,450	3,162.47

Table 1(h) – Nursing Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1st year of service	69,642	2,671.20
2nd year of service	74,374	2,852.70
3rd year of service	76,554	2,936.32
4th year of service	79,013	3,030.64
5th year of service	81,460	3,124.49
6th year of service	83,276	3,194.15
7th year of service	87,366	3,351.02
8th year of service	90,759	3,481.17
Senior Nurse	103,085	3,953.95

Table 1(i) – Preschool/Childcare Services Employees

Level	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
1	57,338	2,199.27
2.1	57,810	2,217.37
2.2	58,261	2,234.67
2.3	58,731	2,252.70
2.4	59,292	2,274.21
3.1	64,154	2,460.70
3.2	67,227	2,578.57
3.3	67,873	2,603.35
4.1	68,000	2,608.22
4.2	71,294	2,734.56

5.1	74,747	2,867.01
5.2	78,467	3,009.69
6.1	78,500	3,010.96
6.2	79,444	3,047.17
6.3	88,711	3,402.61
Preschool/Child care Services Director (other than a Qualified	88,800	3,406.03
Preschool/Child care Services Director (other than a Qualified Teacher) Level 2	89,585	3,436.14
Preschool/Child care Services Director (other than a Qualified Teacher) Level 3	92,542	3,549.56

Table 1(j) – Wellbeing Service Employees

	Annual salary from the first full pay period on or after 1 July 2025	Fortnightly Rate of Pay from the first full pay period on or after 1 July 2025
Non Graduate Employee		
1.1	79,811	3,061.24
1.2	82,142	3,150.65
1.3	86,415	3,314.55
Graduate Employee		
2.1	89,796	3,444.23
2.2	93,055	3,569.23
2.3	98,455	3,776.36
Senior Employee		
3	104,786	4,019.19
Psychologists		
1	90,100	3,455.89
2	96,898	3,716.64
3	101,036	3,875.35
4	105,173	4,034.03
5	112,499	4,315.03
6	120,962	4,639.64
7	127,281	4,882.01

Allowances

Allowances	Allowances effective from the first full pay period on or after 1 July 2025
Overtime Meal Allowance*	19.93 per occasion
Sleepover Allowance*	61.36 per sleepover

*Rates have been adjusted in accordance with the annual wage review