



20 September 2023

Carol Matthews  
Assistant Secretary  
Independent Education Union NSW/ACT  
GPO Box 116  
SYDNEY NSW 2001

Dear Carol

### NSW Christian Schools Teaching Staff MEA 2023

As the NSW Government has now settled its arrangements for teaching staff, we have commenced some preliminary discussions with Christian schools in NSW about the development of a replacement MEA for teachers in our schools.

Unfortunately, the timing of the NSW Government agreement and the unprecedented size of the increases, means that it is simply not possible to match their increases for 2024. As I'm sure you would be aware, the increases to teachers at the top of the salary scale are more than double the Commonwealth Government's anticipated increase in funding for 2024.

However, in the preliminary discussions with Christian schools in NSW it was agreed in principle that we would ensure that graduates and teachers at the top of the salary scale are paid at least equivalent to teachers in NSW Government schools in February of year two of the desired three-year agreement.

Given the considerable media coverage of the NSW Government's arrangements and the resultant interest from staff, schools are communicating this in principle commitment to their staff and indicating that we are looking to commence the formal bargaining process early next term.

We look forward to working with you on this agreement in due course.

Yours sincerely

A handwritten signature in black ink, appearing to read "Mark Spencer", is written over a thin, diagonal line that extends from the bottom left towards the top right.

Mark Spencer  
Director of Public Policy

**Christian Schools Australia Limited**

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