

NewsExtra

27 November 2023

Updated CSA Offer Still Not Good Enough

Following the IEU's rejection of Christian Schools Australia's (CSA) initial offer and initial discussions, the union received a revised offer on 17 November 2023.

Teacher pay

The proposed teacher wage increases are:

- 4% 1 February 2024
- 7% October 2024
- No increase in 2025; and
- 3% from February 2026

Although this is an improvement on the previous offer, it is still well below rates being paid by NSW government and Catholic systemic schools and other NSW Christian schools.

Over 20 NSW Christian schools represented by the Association of Independent Schools, most of which were previously covered by the same enterprise agreement as CSA schools, have agreed to broadly match Department rates in February 2024. If they can do it, why not CSA schools?

CSA PROPOSED TEACHER PAY RATES AND NSW GOVERNMENT/NSW CATHOLIC SYSTEMIC TEACHER PAY RATES

Years of service		CSA Christian			NSW Government		
		Current	February 2024 4%	October 2024 7%		October 2023	October 2024 3% (estimate)
1	Band 1 Step 5	77,012	80,092	85,699	Step 1 (Graduate 1st year)	85,000	87,550
2	Step 6	80,983	84,222	90,118	Step 2 (Graduate 2nd year)	91,413	94,155
3	Step 7	85,364	88,779	94,993	Step 3 (Proficient)	95,317	98,177
4	Band 2 Proficient Step 8	90,014	93,615	100,168	Step 4	99,220	102,197
5	Step 9	94,026	97,787	104,632	Step 5	106,131	109,315
6	Step 10	98,045	101,967	109,104	Step 6	114,115	117,538
7	Step 11	102,064	106,147	113,577	Step 7	122,100	125,763
8	Step 12	106,088	110,332	118,055	Step 7	122,100	125,763
9	Step 13	114,258	118,828	127,146	Step 7	122,100	125,763
	HALT	120,694	125,522	134,308	Highly Accomplished	129,948	133,846

Note – red font indicates rate is below comparable Department rate at the same time.

For 2024, all teacher pay rates in CSA schools will be well below those applying in other NSW Christian schools and in NSW government and Catholic systemic schools – the only exception is the top step rate from October. From October 2024, it is anticipated that NSW government teachers will receive a further increase of at least 3% from October 2024, with a similar increase in October 2025, whereas CSA is not proposing any increase in 2025.

The IEU considers the delay in matching the Department's top step rate until October 2024 is unacceptable, as is the fact that all other pay steps will remain below Department rates. CSA proposes moving to the shorter teacher classification structure (as in the Department of Education) in July 2026. The IEU considers this time frame to be too long, and the transition should occur in 2025.

Support staff pay

CSA has proposed support staff pay rises as follows:

- 1 February 2024 - 4%
- 1 February 2025 - 4%
- 1 February 2026 - 4%

An overnight camp of \$60 per night will be applicable to school support services staff.

Parental leave

The IEU welcomes the proposed increase in the New Parent Bonus in line with the Federal Government's Paid Parental Leave Scheme, with the period of the bonus phased up to 26 weeks by July 2026. The IEU also welcomes the proposed improvement to parental leave for the partner (non-primary carer) around the time of birth – the two weeks will no longer be deducted from the available personal leave balance.

Improved personal leave for support staff

The IEU welcomes the proposed increase in personal/carer's leave for support staff from 10 days per year to 15 days per year.

What now?

Whilst this is an improvement from October's untenable offer, there is still a way to go before the union can consider recommending a YES vote. Negotiations will take place over the next few weeks.

Please ask the IEU Rep in your school to call a meeting to discuss bargaining for the new MEAs. The Rep may wish to invite non-members to attend to get maximum attention within the school. Your IEU Organiser will be happy to attend this meeting. If you do not have a union Rep in your school, please elect an IEU Rep or IEU Committee of several members to support the work of the union.

Please also speak to colleagues (both teachers and support staff) who have not yet joined the IEU. Strength in membership is crucial for bargaining for improvements in wages and conditions in the new MEAs. [Join here](#)

