

CM:09/24

19 February 2024

Mr Mark Spencer
Director of Public Policy
Christian Schools Australia
Suite 14, Level 1
22-30 Franklin Street
MANUKA ACT 2603

Dear Mark

'Without Prejudice'

**NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2024
and NSW Christian Schools General Staff Multi-Enterprise Agreement 2024**

We refer to discussions between IEU and CSA regarding the proposed **NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2024 and NSW Christian Schools General Staff Multi-Enterprise Agreement 2024** and your correspondence dated 12 February 2024.

We note and appreciate your agreement to:

- provision of a mechanism for teachers on Band 1 in the current classification structure to immediately move to Band 2 Step 8 upon attaining their Proficient accreditation provided they have two years of service at that time; and
- introduction of new casual rates for Proficient Teachers with more than three years of teaching experience as a Proficient Teacher in line with the DOE.

However, the following claims remain unresolved:

- salary increase in October 2025 of 2%
- salary increase in February 2026 of 2%
- ensuring that rates are not less than equivalent DOE rates following classification restructure on 1 July 2026; and
- nominal expiry date of proposed MEA of 31 July 2026 (rather than 31 December 2026).

The union is unable to recommend a YES vote to members based on the current offer. Once the next salary increase for DOE/Catholic systemic schools takes effect this October, teachers in CSA schools will once again fall well behind their colleagues. This will only be exacerbated if there is no increase for CSA teachers in 2025, as your current offer proposes. We therefore urge CSA schools to reconsider and agree to the union's propositions as soon as possible.

Yours sincerely



CAROL MATTHEWS
Secretary