

NewsExtra

22 February 2024

Revised CSA teacher offer, still short of the mark

The IEU received a new offer from Christian Schools Australia (CSA) for the multi-enterprise agreement for teachers. Regrettably, the latest offer displays minimal improvement compared to the previously rejected one.

Teachers pay

The proposed teacher pay increases are 7% from 1 February 2024, 4% from October 2024, no increase in 2025 and 3% from February 2026. The IEU is deeply concerned that when NSW government and Catholic systemic schools receive their anticipated salary increases in October 2024 and October 2025, teachers in CSA schools will lag behind.

Comparison of CSA Proposed Teacher Pay Rates and NSW Government/Catholic Systemic Teacher Pay Rates

Years of service	CSA CHRISTIAN			NSW GOVERNMENT/CATHOLIC SYSTEMIC			
	Current	February 2024 7%	October 2024 4%		October 2023	October 2024 3% (estimate)	
1	Band 1 Step 5	77,012	82,403	85,699	Step 1 (Graduate 1st year)	85,000	87,550
2	Step 6	80,983	86,652	90,118	Step 2 (Graduate 2nd year)	91,413	94,155
3	Step 7	85,364	91,339	94,993	Step 3 (Proficient)	95,317	98,177
4	Band 2 Step 8	90,014	96,315	100,168	Step 4	99,220	102,197
5	Step 9	94,026	100,608	104,632	Step 5	106,131	109,315
6	Step 10	98,045	104,908	109,104	Step 6	114,115	117,538
7	Step 11	102,064	109,208	113,577	Step 7	122,100	125,763
8	Step 12	106,088	113,514	118,055	Step 7	122,100	125,763
9	Step 13	114,258	122,256	127,146	Step 7	122,100	125,763
	HALT	120,694	129,143	134,308	Highly Accomplished	129,948	133,846

Note: red font indicates rate is below NSW government/Catholic systemic rate at the same time

For 2024, all teacher pay rates in CSA schools will be well below their colleagues working in NSW government and Catholic systemic schools – the only exception is Step 13 (which is only marginally above). From October 2024, it is anticipated that NSW government teachers will receive a further increase of at least 3%, with a similar increase in October 2025, whereas CSA is not proposing any increase in 2025.

Additionally, it will still take two years longer for CSA teachers to reach the top rate at Step 13 (9 years). The transition to new classification structure will not occur until at least July 2026. Without any increase in 2025, it is still short of the mark. The union is seeking a 2% increase in October 2025, and a further 2% increase in February 2026.

Although we welcome the proposed classification restructure to match NSW government schools in July 2026, the CSA refused to give an assurance that rates will not be lower than equivalent NSW government school rates.

We are also seeking a nominal expiry date of 31 July 2026 rather than 31 December 2026 to better line up with salary increases in the NSW government and Catholic systemic sectors.

The union was able to secure some improvements for teachers in the following:

- teachers on Band 1 in the current classification structure can immediately move to Band 2 Step 8 upon attaining their Proficient accreditation (provided they have two years of service); and
- introduction of new casual rates for Proficient Teachers with more than three years of teaching experience as a Proficient Teacher in line with NSW government and Catholic systemic schools.

Support Staff

The IEU and CSA have agreed in-principle to a proposed agreement including 4% salary increases for the next three years applying from 1 February, improving personal leave from 10 to 15 days per year, and improvements to paid parental leave detailed in the NewsExtra dated 27 November 2023.

What now for teachers?

Whilst this is an improvement from previous CSA offers, there is still a way to go before the IEU can recommend a 'yes' vote for the proposed teachers agreement. We need further improvements on the offer from CSA.

Ask the IEU Rep in your school to call a meeting to discuss bargaining for the new MEAs, which can include non-members. Your IEU Organiser will be happy to attend this meeting. If you do not have an IEU Rep in your school, contact your IEU Organiser to find out how Reps can be elected for your school.

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. [Click here to join.](#)

