

# NewsExtra

2 June 2025

## NSW CSA Christian Schools – Bargaining resumes!

After months of uncertainty and a suspended negotiation process, the IEU has resumed bargaining for two new replacement multi-enterprise agreements (MEAs) for teachers and general staff in NSW Christian schools represented by Christian Schools Australia (CSA). The IEU has attended three meetings since the resumption of bargaining. We have made substantial progress since our last [NewsExtra](#).

### Teachers

The suspension in bargaining was largely caused by an inadequate pay offer for teachers. Since bargaining has resumed and through pressure by the IEU members, the pay offer has been improved:

	1 Feb 2024	1 Oct 2024	1 Oct 2025	1 Jul 2026		1 Oct 2026	1 Feb 2027
Current Step	7.00%	4.00%	3.50%	New classifications		1.50%	1.5%
5	82,403	<b>87,800</b>	90,873	NC1	90,873	92,236	93,620
6	86,652	90,118	<b>97,000</b>	NC2	97,000	98,455	99,932
7	91,339	94,993	<b>101,150</b>	NC3	<b>105,250</b>	106,829	108,431
8	96,315	100,168	<b>105,250</b>				
9	100,608	104,632	<b>112,600</b>	NC4	112,600	114,289	116,003
10	104,908	109,104	<b>121,100</b>	NC5	121,100	122,917	124,760
11	109,208	113,577	<b>129,550</b>	NC6	129,550	131,493	133,466
12	113,514	118,055	<b>130,000</b>	NC7	131,596	<b>133,570 *</b>	135,574
13	122,256	127,146	131,596				
HA/LT	129,143	134,308	139,008	HA/LT	139,009	141,093	143,211

\* The IEU has sought an increase to this rate to maintain a margin above the NSW government school rate but this is not yet agreed.

The figures in bold in the pay table have been adjusted (in addition to the annual increase) to keep the pay rates competitive with those in NSW government schools.

The proposed classification structure reflects classification structures that apply in other NSW school sectors. Graduates start on NC1 and can progress to NC2 after a year of service. In order to progress to NC3 a teacher must have Proficient status and then progresses to NC7 in annual increments based on years of full-time service or part-time equivalent service. This new, shorter classification structure will be implemented from 1 July 2026.

The proposed MEA for teachers will have a nominal expiry date of 31 March 2027.

## General staff

The in-principle agreement for general staff reached last year will be honoured, which means the general staff MEA will have a nominal expiry date of 31 December 2026. The pay offer is as follows:

Time of increase	Pay increase
February 2024	4%
February 2025	4%
February 2026	4%

As with teaching staff, general employees in various classification streams, particularly in the preschool and childcare services stream, will receive higher wage increases of up to 5%. The proposed pay rates for general staff are available [here](#).

## Securing the New Parent Bonus

In agreeing to postpone the bargaining process, the IEU ensured that members reap the benefits of agreed improvements to the New Parent Bonus. All employees will be entitled to an increase to their New Parent Bonus which provides a top up to normal salary, that is, on top of the federal government's Paid Parental Leave Scheme (PPL) which is paid at the rate of the national minimum wage. The number of weeks of PPL has been increased by the federal government to 22 weeks from 1 July 2024 and to 24 weeks from 1 July 2025 and schools will now top up the salary for the increased number of weeks.

Additionally, the non-initial primary carer (usually the father) will no longer be required to take two weeks of paid parental leave out of their personal/carer's leave balance.

## Next steps

Members are encouraged to compare their current pay rates with the proposed rates. We have been advised that the 2024 rates have already been implemented. If this is not the case at your school, please contact your IEU organiser.

The IEU is continuing negotiations with CSA to finalise the MEAs. We understand members are keen to see this bargaining process completed, and we share that urgency. We are currently awaiting a response to our latest drafts of the proposed MEAs which incorporate the key improvements secured through bargaining.

## Stand strong with the IEU

Your support and engagement are critical in our fight for better pay and working conditions:

1. **Stay informed:** stay updated with NewsExtras and follow our campaign ([click here](#)).
2. **Spread the word:** discuss our campaign with your colleagues and encourage non-members to join the IEU. [Click here to join](#). Union members have a say in shaping the MEA and your working conditions.
3. **Hold a union meeting:** show your solidarity by holding a chapter meeting with your colleagues. Invite your IEU organiser to the meeting.



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