

NewsExtra

28 October 2025

NSW CSA Christian Schools – Vote YES!

After protracted bargaining, the IEU has finally reached agreement for two new replacement multi-enterprise agreements (MEAs) for teachers and general staff in NSW Christian schools represented by Christian Schools Australia (CSA).

Both MEAs will have a nominal expiry date of 31 March 2027 and contain guaranteed back pay from February 2024 if earlier increases have not yet been paid to staff.

Pay rises

Teachers		General Staff	
Timing of Increase	Percentage Increase	Timing of Increase	Percentage Increase
Feb 2024	7%	Feb 2024	4%
Oct 2024	4%	Feb 2025	4%
Oct 2025	3.5%	Feb 2026	4%
Oct 2026	1.5%	Feb 2027	3%
Feb 2026	1.5%		

Teachers – classification structure

The proposed rates of pay under the new MEA are outlined in the [last NewsExtra](#).

A new streamlined seven-step classification structure will be introduced from 1 July 2026, which brings your school in line with other sectors including NSW government, Catholic systemic, and independent schools. This shorter structure means teachers can reach the top pay rate faster, recognising your expertise and commitment sooner. Certain steps are adjusted (in addition to the annual increase) to keep the pay rates competitive against those in NSW government schools.

General staff – broader coverage

School psychologists will now be covered by the MEA for general staff. There will be no changes to the classification structure for general staff other than the introduction of a new category for school psychologists. Employees 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](#).

Improved parental leave

The New Parent Bonus is a top-up payment that supplements the federal government's Paid Parental Leave (PPL) scheme to match your normal salary while you are on parental leave. From 1 July 2024, the period for which the New Parent Bonus is paid was increased to 22 weeks, it increased further to 24 weeks from 1 July 2025 and will increase to 26 weeks from 1 July 2026. These improvements reflect a commitment to supporting families and recognising the importance of parental leave.

For the father, the MEAs also provide up to two weeks of paid paternity leave which can be taken on the date of birth (birth-related leave) or date of placement (in the case of adoption) or within 12 months from date of birth or date of placement. While this is a positive step, there is room for improvement and enhancing paid paternity leave will be a key focus in the next round of bargaining.

Other improvements

Expanded clause to reflect the additional eligibility criteria to request flexible work arrangements, including procedures to be followed	✓
Expanded clause on casual conversion to include steps to exercise this right	✓
New delegates' rights clause providing rights to IEU union reps to access union training, have access to workplace facilities such as union noticeboards, and to communicate with employees	✓
New right to disconnect clause	✓
Updated drafting of clauses to promote clarity	✓

Next steps

Your employer will provide you with access to a copy of your MEA and other explanatory materials for viewing prior to the voting process. You will also be advised of the voting instructions including how and where the voting will be conducted.

Voting is expected to take place in Week 4 between 5 to 7 November 2025.

The vote is an important step to ensure that the improvements we have achieved become legally enforceable.

We urge members to vote YES for your new MEA.

Stand STRONG with the IEU

The improvements in pay and working conditions in the new MEAs are only possible because of your membership and ongoing support:

- 1. Attend a union meeting:** Meet your IEU Organiser, ask questions, and make sure you fully understand your rights under the new MEAs.
- 2. Spread the word:** Share the wins with your colleagues and encourage non-members to join the IEU. [Click here to join.](#) Union members help shape the MEA and your working conditions.

