

Hybrid Model MEA					
Existing Teachers in NSW Independent Schools			New Teachers starting at NSW Independent Schools		Difference
Your Classification under Hybrid MEA in 2025	Classification under new MEA in 2025	Pay rates Feb 2025	Classification under the new MEA in 2025	Pay rates Feb 2025	\$
Band 1 Step 5	Step 1.1	90,100	Step 1.1	90,100	0
Band 1 Step 6	Step 1.2	96,898	Step 1.2	96,898	0
Band 1 Step 7	Step 1.3	96,898	-	96,898	0
Band 2 Step 8	Step 2.1	101,036	Step 2.1	101,036	0
Band 2 Step 9	Step 2.2	105,173	Step 2.2	105,583	-410
Band 2 Step 10	Step 2.2A	108,000	Step 2.3	112,499	-4,499
Band 2 Step 11	Step 2.3	113,000	Step 2.4	120,962	-7,962
Band 2 Step 12	Step 2.3A	117,500	Step 2.5	127,281	-9,781
Band 2 Step 13	Step 2.4	121,500		127,281	-5,781
Band 3*	Step 2.5	127,281		127,281	0

Hybrid Model MEA			NSW Department of Education		
Existing Teachers in NSW Independent Schools			Classification Step in NSW Department of Education	Pay Rates Oct 2024	Pay Rates Oct 2025
Your Classification under Hybrid MEA in 2025	New Classification under new MEA in 2025	Pay Rates Feb 2025			
Band 1 Step 5	Step 1.1	90,100	Step 1	87,550	90,177
Band 1 Step 6	Step 1.2	96,898	Step 2	94,155	96,980
Band 1 Step 7	Step 1.3	96,898	-	94,155	96,980
Band 2 Step 8	Step 2.1	101,036	Step 3	98,177	101,122
Band 2 Step 9	Step 2.2	105,173	Step 4	102,197	105,262
Band 2 Step 10	Step 2.2A	108,000	Step 5	109,315	112,594
Band 2 Step 11	Step 2.3	113,000	Step 6	117,538	121,065
Band 2 Step 12	Step 2.3A	117,500	Step 7	125,763	129,536
Band 2 Step 13	Step 2.4	121,500		125,763	129,536
Band 3*	Step 2.5	127,281		125,763	129,536

\* Plus Accomplished Teacher allowance for eligible teachers

^ Colour in this column denotes rates are above (green) or below (red) the NSW Department of Education rate as at Feb 2025, by October 2025 all rates in this column will fall below the rates in NSW Department of Education