



Hybrid Model MEA

2025							2026					2027								
Existing Teachers in NSW Independent Schools		NSW Department of Education			Pay Rates Oct 2025	Difference (\$)	Existing Teachers in NSW Independent Schools		NSW Department of Education			Pay Rates Oct 2026	Difference (\$)	Existing Teachers in NSW Independent Schools		NSW Department of Education			Pay Rates Oct 2027	Difference (\$)
Your Classification under Hybrid MEA in 2025	Classification under new MEA in 2025	Pay rates Feb 2025	Classification	Pay Rates Oct 2024	3%		Translocation Classification	Pay Rates Feb 2026	Classification Step	3%	Translocation Classification	Pay Rates Feb 2027		Classification Step	3%					
Band 1 Step 5	Step 1.1	90,100	Step 1	87,550	90,177	-77	Step 1.1	94,155	Step 1	92,882	1,273	Step 1.1	97,921	Step 1	95,668	2,253				
Band 1 Step 6	Step 1.2	96,898	Step 2	94,155	96,980	-82	Step 1.2	101,258	Step 2	99,889	1,369	Step 1.2	105,309	Step 2	102,886	2,423				
Band 1 Step 7	Step 1.2	96,898	-	94,155	96,980	-82	Step 1.2	101,258	-	99,889	1,369	Step 1.2	105,309	-	102,886	2,423				
Band 2 Step 8	Translocation Step 2.1	101,036	Step 3	98,177	101,122	-86	Translocation Step 2.1	105,583	Step 3	104,156	1,427	Translocation Step 2.1	109,806	Step 3	107,281	2,525				
Band 2 Step 9	Translocation Step 2.2	105,173	Step 4	102,197	105,263	-90	Translocation Step 2.2	109,906	Step 4	108,421	1,485	Translocation Step 2.2	114,302	Step 4	111,673	2,629				
Band 2 Step 10	Translocation Step 2.2A	108,000	Step 5	109,315	112,594	-4,594	Translocation Step 2.2A	111,000	Step 5	115,972	-4,972	Translocation Step 2.2A	114,302	Step 5	119,451	-5,149				
Band 2 Step 11	Translocation Step 2.3	113,000	Step 6	117,538	121,064	-8,064	Translocation Step 2.3	117,561	Step 6	124,696	-7,135	Translocation Step 2.3	122,264	Step 6	128,437	-6,173				
Band 2 Step 12	Translocation Step 2.3A	117,500	Step 7	125,763	129,536	-12,036	Translocation Step 2.3A	120,000	Step 7	133,422	-13,422	Translocation Step 2.3A	122,264	Step 7	137,425	-15,161				
Band 2 Step 13	Translocation Step 2.4	121,500		125,763	129,536	-8,036	Translocation Step 2.4	126,405		133,422	-7,017	Translocation Step 2.4	131,461		137,425	-5,964				
Band 3*	Step 2.5	127,281		125,763	129,536	-2,255	Step 2.5	133,009		133,422	-413	Step 2.5	138,329		137,425	904				

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2025					2026					2027							
Existing Teachers in NSW Independent Schools			New Teachers starting at NSW		Difference	Translocating Teachers		Non-translocating Teachers			Difference	Translocating Teachers		Non-translocating Teachers			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	\$	Translocation Classification for Existing Employee	Pay Rates Feb 2026	Classification for non-translocating teachers	Pay Rates Feb 2026	\$	Translocation Classification for Existing Employee	Pay Rates Feb 2027	Classification for non-translocating teachers	Pay Rates Feb 2027	\$		
Band 1 Step 5	Step 1.1	90,100	Step 1.1	90,100	0	Step 1.1	94,155	Step 1.1	94,155	0	Step 1.1	97,921	Step 1.1	97,921	0		
Band 1 Step 6	Step 1.2	96,898	Step 1.2	96,898	0	Step 1.2	101,258	Step 1.2	101,258	0	Step 1.2	105,309	Step 1.2	105,309	0		
Band 1 Step 7	Step 1.2	96,898	-	96,898	0	Step 1.2	101,258	-	101,258	0	Step 1.2	105,309	-	105,309	0		
Band 2 Step 8	Translocation Step 2.1	101,036	Step 2.1	101,036	0	Translocation Step 2.1	105,583	Step 2.1	105,583	0	Translocation Step 2.1	109,806	Step 2.1	109,806	0		
Band 2 Step 9	Translocation Step 2.2	105,173	Step 2.2	105,173	0	Translocation Step 2.2	109,906	Step 2.2	109,906	0	Translocation Step 2.2	114,302	Step 2.2	114,302	0		
Band 2 Step 10	Translocation Step 2.2A	108,000	Step 2.3	112,499	-4,499	Translocation Step 2.2A	111,000	Step 2.3	117,561	-6,561	Translocation Step 2.2A	114,302	Step 2.3	122,264	-7,962		
Band 2 Step 11	Translocation Step 2.3	113,000	Step 2.4	120,962	-7,962	Translocation Step 2.3	117,561	Step 2.4	126,405	-8,844	Translocation Step 2.3	122,264	Step 2.4	131,461	-9,197		
Band 2 Step 12	Translocation Step 2.3A	117,500	Step 2.5	127,281	-9,781	Translocation Step 2.3A	120,000	Step 2.5	133,009	-13,009	Translocation Step 2.3A	122,264	Step 2.5	138,329	-16,065		
Band 2 Step 13	Translocation Step 2.4	121,500		127,281	-5,781	Translocation Step 2.4	126,405		133,009	-6,604	Translocation Step 2.4	131,461		138,329	-6,868		
Band 3*	Step 2.5	127,281		127,281	0	Step 2.5	133,009		133,009	0	Step 2.5	138,329		138,329	0		

* Plus Accomplished Teacher Allowance for eligible teachers