



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 | | | | |

* Plus Accomplished Teacher Allowance for eligible teachers

NOTE: An additional allowance applies to teachers in NSW government special schools or government special classes.

^ Anticipated increase in NSW Department of Education for 2027

| Hybrid Model MEA | | | | | | | | | | | | | | | | | |
|--|--------------------------------------|--------------------|--|--------------------|------------|--|--------------------|---|--------------------|---------|--|------------------------|---|----------------------------|---------|--|------------|
| 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