



Standards Model MEA

2025							2026					2027					
Existing Teachers in NSW Independent Schools			NSW Department of Education				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 Standards MEA in 2025	Classification under new MEA in 2025	Pay rates Feb 2025	Classification Step in NSW Department of Education	Pay rates Oct 2024	Pay rates Oct 2025	Translocation Classification for Existing Employee		Pay Rates Feb 2026	Classification Step	3%	Translocation Classification for Existing Employee		Pay Rates Feb 2027	Classification Step	3%		
Band 1	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	95,669	2,252	
Band 1	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 2	Translocation Step 2.1	112,000	Step 3	98,177	101,122	10,878	Translocation Step 2.1	113,000	Step 3	104,156	8,844	Translocation Step 2.1	114,302	Step 3	107,280	7,022	
Band 2	Translocation Step 2.2	114,000	Step 4	102,197	105,262	8,738	Translocation Step 2.2	115,500	Step 4	108,420	7,080	Translocation Step 2.2	122,264	Step 4	111,672	10,592	
Band 2	Translocation Step 2.3	115,800	Step 5	109,315	112,594	3,206	Translocation Step 2.3	118,000	Step 5	115,972	2,028	Translocation Step 2.3	122,264	Step 5	119,451	2,813	
Band 2	Translocation Step 2.3A	117,000	Step 6	117,538	121,065	-4,065	Translocation Step 2.3A	121,000	Step 6	124,697	-3,697	Translocation Step 2.3A	122,264	Step 6	128,438	-6,174	
Band 2	Step 2.4	120,962	Step 7	125,763	129,536	-8,574	Step 2.4	126,405	Step 7	133,422	-7,017	Step 2.4	131,461	Step 7	137,425	-5,964	
Band 3*	Step 2.5	127,281	Step 7	125,763	129,536	-2,255	Step 2.5	133,009	Step 7	133,422	-413	Step 2.5	138,329	Step 7	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

2025						Standards Model MEA					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 Standards MEA in 2025	Classification under new MEA in 2025	Pay rates Feb 2025	Classification under new MEA	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 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 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 2	Translocation Step 2.1	112,000	Step 2.1	101,036	10,964	Translocation Step 2.1	113,000	Step 2.1	105,583	7,417	Translocation Step 2.1	114,302	Step 2.1	109,806	4,496	
Band 2	Translocation Step 2.2	114,000	Step 2.2	105,173	8,827	Translocation Step 2.2	115,500	Step 2.2	109,906	5,594	Translocation Step 2.2	122,264	Step 2.2	114,302	7,962	
Band 2	Translocation Step 2.3	115,800	Step 2.3	112,499	3,301	Translocation Step 2.3	118,000	Step 2.3	117,561	439	Translocation Step 2.3	122,264	Step 2.3	122,264	0	
Band 2	Translocation Step 2.3A	117,000	Step 2.4	120,962	-3,962	Translocation Step 2.3A	121,000	Step 2.4	126,405	-5,405	Translocation Step 2.3A	122,264	Step 2.4	131,461	-9,197	
Band 2	Step 2.4	120,962	Step 2.5	127,281	-6,319	Step 2.4	126,405	Step 2.5	133,009	-6,604	Step 2.4	131,461	Step 2.5	138,329	-6,868	
Band 3*	Step 2.5	127,281	Step 2.5	127,281	0	Step 2.5	133,009	Step 2.5	133,009	0	Step 2.5	138,329	Step 2.5	138,329	0	

\* Plus Accomplished Teacher allowance for eligible teachers