

NewsExtra

February 2022

Catholic Independent Schools Model B and C MEAs 2022

Model B and Model C Catholic independent schools are a group of about 30 NSW Catholic independent schools that are represented by Catholic Employment Relations (CER) and negotiate as a group for multi-enterprise agreements (MEAs) for teachers and support staff. There are four separate MEAs applying across the group – two Model B MEAs applying to teachers and support staff in about 20 schools and two Model C MEAs applying to teachers and support staff in another 10 schools. All four agreements expired at the end of December 2021.

The IEU wrote to our Reps and members in all Model B and Model C Catholic independent schools on 9 December 2021 advising that we would be consulting early in Term 1 about our claim for new enterprise agreements. The union understands schools have recently issued *Notices of employee representational rights* to staff, signalling the formal commencement of bargaining for new agreements, although negotiations have not yet commenced.

Negotiations have only just commenced in Catholic systemic schools and the union anticipates that there will not be an outcome in the public sector for some months.

The union is seeking member endorsement for the following claim, which reflects the union's claim in Catholic systemic schools.

Expansion of coverage of the EA

All staff employed in schools should have enterprise agreement protection – that includes staff in early learning centres and out of school hours care (OSHC) attached to schools, counsellors and boarding house staff employed in schools.

Pay rises for all employees

The union is seeking a 10-15 percent pay rise over two years for teachers and support staff members in line with the claim by the NSW Teachers Federation on behalf of teachers in NSW government schools and consistent with our claim for teachers and support staff in Catholic diocesan schools. Catholic dioceses will pay their teachers and support staff an increase in February of 2.04 percent, but this was not agreed by the union, and it does not settle our claim.

Parental leave

Parental leave conditions in Catholic independent schools should match those applying in NSW government schools, including a new model of an additional 12 weeks of paid parental leave for the father/partner to be the primary carer, to be taken in the 12 months following the birth, provided the mother is not taking parental leave at the same time. In the case of concurrent parental leave, where the employee (usually the father) is taking leave at the same time as the primary carer (the mother), the leave should be increased to two weeks rather than two weeks of which one week is deducted from personal/carer's leave.

Specific teacher issues

Teacher shortages

More effective strategies need to be developed to deal with teacher shortages in both metropolitan and regional areas. In order to attract and retain teachers, it is essential that workload issues are addressed. In the case of rural and regional schools, there should be incentives in line with those in the public sector. Casual teacher pay rates should no longer be capped at Band 2 (Proficient) Level 1.

Professional time to do the job

There should be enforceable caps on face-to-face teaching and hours spent in meetings for all teachers and release time should be guaranteed in all Model B and C schools. The union has also been calling for some years for a reduced teaching load to provide teachers more time to plan, prepare and consult with colleagues. Release time should be increased for both primary and secondary teachers by at least two hours each week.

Tasks that do not support teaching and learning outcomes should be removed from teachers' work and new initiatives should not be introduced without an assessment of the workload and educational impact of the initiative. IEU Organisers will be consulting with members to identify problem issues at your school.

Promotions positions

Rates of pay and release time for all promotions positions should be protected in enterprise agreements. Release for Coordinators should be sufficient to enable Coordinators to do their work effectively and release should not be consumed in unnecessary meetings.

Specific support staff issues

Support staff pay parity

The union sought additional increases for support staff in the school administrative services and classroom and learning support services streams in the negotiations for the current MEA, without success, based on increases achieved by support staff in government schools in 2019. The union will be again pursuing additional increases for support staff in both Catholic independent schools and diocesan schools.

Support staff conditions

Support staff have a lower rate of accrual of long service leave after 10 years than teachers. The union has consistently sought that this be increased, and we will need the strong support of members to achieve this.

Staff who are experienced in a similar position in another school should not start on the lowest pay step for the classification.

Technical issues

All MEAs need to be reviewed carefully to ensure that they meet minimum Fair Work Commission requirements.

Next steps

Please hold a meeting of IEU members in your school to endorse the IEU claim and send the motion back to the IEU office (ieu@ieu.asn.au Attn Zuzana). Please try to hold your Chapter meeting by **Tuesday 22 February**. Additional feedback is welcome.

Member support

If we are to be successful in this claim, it is crucial that we have maximum member support and an IEU Rep in every school to facilitate communications with members. All IEU members are encouraged to approach any colleagues in your workplace who have not yet joined the union.

Members in IEU Chapters where there is no Rep are encouraged to meet to elect a Rep. The IEU Organiser for your school would be happy to attend (in person or by Zoom) and assist this process and discuss the union's claim.

Invite your colleagues to join here: <http://www.ieu.asn.au/join-page>



CHAPTER MOTION

This Chapter of _____ at _____
(School Name) *(Suburb)*
endorses the union's claim as set out above.

Number of YES Votes

Number of NO Votes

Date of Chapter meeting _____

Particular workload issues of concern at this school are:

Any comments or other claims:

Please email to
ieu@ieu.asn.au (Attn: Zuzana) by
Tuesday 22 February.

