

NewsExtra

17 October 2023

CSA position not tenable

Current multi-enterprise agreements (MEAs) expire at the end of the year and negotiations for new MEAs will be commencing shortly. IEU has only had preliminary discussions with Christian Schools Australia (CSA), advising them of the outcome of teacher pay negotiations in NSW Government schools and NSW Catholic systemic schools. CSA represents approximately 35 schools.

Teacher pay outcomes in NSW Government and Catholic systemic schools

From the first pay period after 9 October (the start of Term 4), teachers in NSW Government and Catholic systemic schools are being paid the following rates:

Step 1 (Graduate)	\$85,000
Step 2 (Graduate)	\$91,413
Step 3 (Proficient)	\$95,317
Step 4 (Proficient)	\$99,220
Step 5 (Proficient)	\$106,131
Step 6 (Proficient)	\$114,115
Step 7 (Proficient)	\$122,100

Teachers progress by automatic annual progression within each band.

CSA has stated that Christian schools will not match these rates for teachers in Christian schools until **February 2025** – however, even then only the top and bottom steps would match, not the steps in between. [Click here to see the letter](#). On most steps there is now at least a \$10,000 gap between the rates in government schools and NSW Christian schools.

Casual daily pay rates are now also approximately \$80 per day lower in Christian schools than in government and Catholic schools for an experienced casual teacher.

These differences must be fixed.

Should Christian schools fail to match pay increases received by NSW Government and Catholic systemic teachers and support staff, they will struggle to attract and retain staff. In that case, current staffing issues for both permanent and casual staff will inevitably worsen.

A detailed comparison with current NSW Christian school rates is set out on the next page.

Years of service	NSW Christian	Salary	Years of service	NSW Catholic systemic/ NSW Government	Salary
1	Band 1 Step 5	\$77,012	1	Step 1 (Graduate 1 st year)	\$85,000
2	Band 1 Step 6	\$80,983	2	Step 2 (Graduate 2 nd year)	\$91,413
3	Band 1 Step 7	\$85,364	3	Step 3 (Proficient)	\$95,317
4	Band 2 Step 8	\$90,014	4	Step 4	\$99,220
5	Band 2 Step 9	\$94,026	5	Step 5	\$106,131
6	Band 2 Step 10	\$98,045	6	Step 6	\$114,115
7	Band 12 Step 11	\$102,064	7	Step 7	\$122,100
8	Band 2 Step 12	\$106,088			
9	Band 3 Step 13	\$114,258			
	Band 4 Highly Accomplished	\$120,694		Highly Accomplished	\$129,948

Parental leave

As part of the bargaining for new MEAs, IEU will also be seeking improvements in paid parental leave (teachers and support staff) for both parents to match improvements in other school sectors. We will be seeking 14 weeks paid parental leave for the initial primary caregiver, usually the mother, in addition to the separate entitlement to payment under the Federal Government Paid Parental Leave scheme. Under the current Christian Schools MEAs, there is just a top up by the employer of the payments under the Federal Government Paid Parental Leave scheme for 18 weeks.

We are also seeking 12 weeks paid parental leave for the non-initial primary caregiver, usually the father. The current MEA entitlement is two weeks and one day of leave, which is deducted from the employee's personal/carer's leave.

Support staff pay

The IEU is seeking significant pay rises for school support staff of 5% per annum in line with inflation and the significant pay rises received by support staff in Catholic systemic schools.

Other issues

Personal/carer's leave for both teachers and support staff is below the standard in Catholic systemic schools and should be improved. Long service leave for support staff should also be improved.

What you can do

Ask the IEU Rep in your school to call a meeting to discuss the commencement of bargaining for the new MEAs and to pass the attached Motion. The Rep may wish to invite non-members to attend to get maximum attention within the school. Your IEU Organiser will be happy to attend this meeting.

If you do not have a union Rep in your school, please elect an IEU Rep or an IEU Committee of several members to support the work of the union. Please also speak to colleagues (both teachers and support staff) who have not yet joined the IEU. Strength in membership is crucial for bargaining for improvements in wages and conditions in the new MEAs. [Join here](#).



Notice of IEU Chapter Meeting

Date of the meeting: _____

Time of the meeting: _____

Motion:

This meeting calls on:

Name of school

- to increase teacher rates of pay so teachers are not paid less than teachers in other NSW schools
- to provide fair increases in pay for support staff, in line with colleagues in other school sectors
- to provide paid parental leave for both parents in line with community standards, including entitlements in government and Catholic schools.

Number For

Number Against

Any further comments: _____

Please **email the motion** to the IEU office

Attn: Madi: ieu@ieu.asn.au

by **Wednesday 1 November 2023**