



24 October 2023

Mr. Mark Northam  
Secretary  
IEUA (NSW/ACT Branch)  
GPO Box 116  
SYDNEY NSW 2001

By email: [mark@ieu.asn.au](mailto:mark@ieu.asn.au)

Dear Mark

### Model B&C Schools Offer

Further to our meeting on 24 October 2023, the Model B and C schools make the following revised offer concerning the replacement of the following multi-enterprise agreements:

- › *NSW Catholic Independent Schools (Teachers - Model B) Multi-Enterprise Agreement 2020*
- › *NSW Catholic Independent Schools (Teachers - Model C) Multi-Enterprise Agreement 2020*
- › *NSW Catholic Independent Schools (Support Staff - Model B) Multi-Enterprise Agreement 2020*
- › *NSW Catholic Independent Schools (Support Staff - Model C) Multi-Enterprise Agreement 2020*

The schools have genuinely considered every claim made by the IEU and offer the best deal possible for staff within the limits of their financial constraints. The schools have always sought to balance the interests of their staff, their families, and the communities they serve.

The details of the schools' offer are set out below:

### Pay increases - Teachers

- › 2022, an increase of 2.04% (already paid)
  - In addition to the legislated 0.5% superannuation increase from 1 July 2022
- › 2023, an increase of 2.78% (already paid)
  - In addition to the legislated 0.5% superannuation increase from 1 July 2023



Level 7, 123 Pitt Street  
Sydney NSW 2000



(02) 9189 5999



[www.cer.catholic.org.au](http://www.cer.catholic.org.au)  
[enquiry@cer.catholic.org.au](mailto:enquiry@cer.catholic.org.au)

- › 2023, from the first full pay period on or after the commencement of the replacement agreement, teacher salaries and promotion allowances to be increased according to the tables set out in Attachment 1 below.
  - Increase to be backdated to the first full pay period commencing on or after 9 October 2023
- › 2024, from the first full pay period on or after 1 February, an increase of 3%
  - In addition to the legislated 0.5% superannuation increase from 1 July 2024
- › 2025, from the first full pay period on or after 1 February, an increase of 3%
  - In addition to the legislated 0.5% superannuation increase from 1 July 2025
- › 2026, from the first full pay period on or after 1 February, an increase of 3%

We note that the increased salary rates will supersede the grandfathered rates in Clause 7.8 of the Model B Teachers MEA. This offer is made on the basis that the clause is removed.

### Pay increases – Support staff

- › 2022, from the first full pay period on or after 29 January, an increase of 2.04% (already paid)
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2022
- › 2023, from the first full pay period on or after 29 January, an increase of 2.78% (already paid)
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2023
- › 2023, from the first full pay period on or after the commencement of the replacement agreement, a one-off payment of \$750. This payment will apply to all permanent and temporary staff and will be prorated for part-time staff. Eligible staff members on unpaid parental leave will also receive this payment.
- › 2024, from the first full pay period on or after 29 January, an increase of 4%
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2024
- › 2025, from the first full pay period on or after 29 January, an increase of 4%
  - In addition to the legislated 0.5% increase in superannuation from 1 July 2025
- › 2026, from the first full pay period on or after the 29 January, an increase of 4%

### Conditions

- › A nominal expiry date of 31 December 2026 for all replacement agreements.

- › Teacher salary increases effective on 1 February, eight months ahead of teachers in other sectors.
- › Notice provisions that do not permit deductions (or a debt) to a greater extent than the relevant modern award if insufficient notice of resignation is given by a teacher.
- › Appointment letters for part-time teachers to express the teacher's load as a percentage and the condition that schools must give seven 'weeks' notice to vary the hours or days of work.
- › Removal of Clause 14.1(g) of the Teachers MEA that permits the deduction of personal leave taken in the four weeks prior to the expected date of birth from the staff member's paid parental leave.
- › Exclusion of non-term weeks from the calculation of the 14 weeks of paid parental leave for teachers and support staff on averaged salaries.
- › Temporary teachers with three years of continuous service whose contract ceases while on paid parental leave to be paid for the remainder of the leave as a lump sum payment.
- › Recognition of comparable and relevant prior service with another employer named in the Model B or Model C MEAs for the purpose of classification progression for support staff.
- › Removal of Clause 19.1(g) of the Support Staff MEA that permits the deduction of personal leave taken in the four weeks prior to the expected date of birth from the staff member's paid parental leave.

### **Special pay increases for support staff**

Schools propose to provide a special increase to General Operational and Maintenance and Outdoor Staff. From the first pay period on or after 29 January 2024, the schools will provide a 13% salary increase to General Operational Staff and a 9% increase for Maintenance and Outdoor Staff. These special increases are in lieu of the general increase in 2024 set out above.

### **Support staff classifications**

The schools agree to the following changes to the support staff classification structure:

- › The Level 4c pay rate is to increase to \$80,303 pa from the commencement date of the replacement agreements for Model C and Model B (non-EREA) schools. The EREA rate is already above this and will remain unchanged.
- › The Level 5 pay rate is to increase to \$85,435 pa from the commencement date of the replacement agreements.
- › Introduction of a new Aboriginal education officer classification with two rates being \$92,924 pa and \$95,566 pa. The position would be utilised where a staff member engaged as an Aboriginal education officer is appointed to a role that, in addition to the duties set out for Levels 4 or 5, requires them to undertake community liaison, family support, and integration of Aboriginal perspectives into the operation of the school.

These changes are in addition to the general staff increases set out above. We note that the NSW Government and Catholic systemic school pay rates increased from 1 July 2023. The 4% pay increase for all support staff in 2024 included in this offer will ensure the Level 4c, Level 5, and Level 5A rates in Model B and C schools remain consistent with those rates.

We trust that this offer brings a conclusion to bargaining and achieves an in-principle agreement. The schools wish to proceed with an approval ballot in term four so that salary increases, new benefits and enhanced conditions can be provided to staff at the earliest possible opportunity. We look forward to the IEU's response to this offer by 30 October 2023.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Grant Connolly', with a long horizontal flourish extending to the right.

Grant Connolly

**Employment Relations Specialist | Lawyer**

T: 02 9189 5964



## Attachment 1

### Teachers

Classifications	Model B	Model C
Graduate, First Year	\$85,000	\$85,000
Graduate, Second Year	\$91,413	\$91,413
Proficient 1	\$95,317	\$95,317
Proficient 2	\$99,220	\$99,220
Proficient 3	\$106,174	\$106,131
Proficient 4	\$114,115	\$114,115
Proficient 5	\$122,100	\$122,100
Highly Accomplished / Lead Teacher	\$129,948	\$129,948

### Coordinator Allowances

Classifications	Model B & C
Coordinator 1	\$9,494
Coordinator 2	\$18,983
Coordinator 3	\$28,476

### Assistant Principals - Primary (except Maronite College of the Holy Family)

Classification Assistant Principals - Primary	Model B & C
101-250 Students	\$30,125
251-400 Students	\$33,665
401-600 Students	\$37,391
601-800 Students	\$41,299

801+ Students	\$45,207
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**Assistant Principals - Secondary (except Maronite College of the Holy Family)**

Classification Assistant Principals - Secondary	Model B & C
201-300 Students	\$37,391
301-600 Students	\$41,299
601-900 Students	\$45,207
901-1200 Students	\$49,108
1201-1500 Students	\$53,019
1500+ Students	\$58,438

**Assistant Principals - Primary (Maronite College of the Holy Family)**

Classification Assistant Principals - Primary	Model B & C
101-250 Students	\$152,225
251-400 Students	\$155,765
401-600 Students	\$159,491
601-800 Students	\$163,399
801+ Students	\$167,307

**Assistant Principals - Secondary (Maronite College of the Holy Family)**

Classification Assistant Principals - Secondary	Model B & C
201-300 Students	\$159,491
301-600 Students	\$163,399
601-900 Students	\$167,307
901-1200 Students	\$171,208
1201-1500 Students	\$175,119
1500+ Students	\$180,538