

# NewsExtra

1 November 2023

## Bargaining Update – Model A MEAs

On 24 October 2023, Catholic Employment Relations (CER) made a revised offer for MEAs covering teachers and support staff. [Click here](#) for the correspondence. The offer included the following pay rises over a three-year agreement.

Teachers	Support staff
5% start of 2024	5% start of 2024*
5% start of 2025	5% start of 2025
4% start of 2026	4% start of 2026

*\*extra increases apply to general operational staff and maintenance and outdoor staff*

The Model A schools have refused to agree to 12 weeks paid parental leave for the partner (when the initial carer has returned to work or study). They are also no longer willing to exclude non-term weeks from the 14 weeks of paid parental leave (for the mother).

### Teacher pay

NSW Government and Catholic systemic school teachers have received an “uplift” of between 8% and 12% as of October 2023 with a further increase of at least 3% anticipated in October 2024. Other independent schools have started matching the 8% increase either in October 2023 or February 2024. The union considers comparable increases should be provided for teachers in Model A schools – instead employers have only offered 5% in February 2024. They have also withdrawn the previous offer of an immediate increase in 2023 of 1%. A comparison of the proposed Model A rates with NSW Government rates in February 2024 is as follows:

Proposed Model A rates in February 2024		NSW Gov't & Catholic systemic rates October 2023	
Band 1	89,416	Step 1	85,000
	<b>89,416</b>	Step 2	91,413
Band 2	110,946	Step 3 (Proficient)	95,317
	110,946	Step 4 (Proficient)	99,220
	110,946	Step 5 (Proficient)	106,131
	<b>110,946</b>	Step 6 (Proficient)	114,115
	<b>110,946</b>	Step 7 (Proficient)	122,100
Band 3	126,685	N/A	-

The IEU has instead asked for an immediate October increase of 4% with additional 5% increases in 2024 and 2025, over a two-year agreement.

### Support staff pay

Model A employers have not agreed to any additional increases for Level 4 and Level 5 support staff classifications, as has been agreed in Catholic systemic and other Catholic independent schools. The IEU is seeking additional pay rises for levels, 4C, Level 5 and the new classification of Level 5A and a 4% increase for all support staff backdated from 9 October 2023.

### What happens next

The IEU has called for an urgent meeting with representatives of Model A schools. If this is not agreed, we will notify a dispute to the Fair Work Commission. **See proposed motion on the following page, rejecting the offer.**



# Notice of IEU Chapter Meeting

## Model A schools

Date of the meeting: \_\_\_\_\_

Time of the meeting: \_\_\_\_\_

### Motion:

This meeting calls on:

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*Name of school*

to make an improved pay offer for both teachers and support staff that takes account of salary movements for teachers and support staff in other school sectors and the cost of living pressures facing employees. The offer should include:

- an immediate pay offer of 4% from October 2023 for teachers and support staff
- paid parental leave for both parents in line with community standards, including in particular, government and Catholic schools.

Number For

Number Against

Any further comments: \_\_\_\_\_

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Please email the motion to the IEU office

Attn: Madi: [ieu@ieu.asn.au](mailto:ieu@ieu.asn.au)

by Friday 10 November 2023.