

NewsExtra

3 November 2023

Bargaining Update – Model C 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
Rates increased to match Dept October 2023	One off payment \$750 – 2023
3% February 2024	4% 29 January 2024*
3% February 2025	4% 29 January 2025
3% February 2026	4% 29 January 2026

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

The Model C schools have refused to agree to 12 weeks paid parental leave for the partner (when the initial carer has returned to work or study) but have agreed to some other parental leave improvements.

Teacher pay

NSW Government and Catholic systemic school teachers have received an “uplift” of between 8% and 12% from October 2023 with a further increase of at least 3% anticipated in October 2024. The pay proposals offered by CER mean that Model C teachers will be paid exactly the same rate as NSW Government teachers from October 2023 to February 2024 (see below) and just 3% above between February to October 2024. However, after this time, this 3% advantage above NSW Government schools will be absorbed by the anticipated increases of at least 3% expected for government and Catholic systemic teachers in October 2024. This pattern will repeat in subsequent years.

Proposed Model C rates October 2023		NSW Gov't & Catholic systemic rates October 2023	
Step 1	85,000	Step 1	85,000
Step 2	91,413	Step 2	91,413
Step 3 (Proficient)	95,317	Step 3 (Proficient)	95,317
Step 4 (Proficient)	99,220	Step 4 (Proficient)	99,220
Step 5 (Proficient)	106,131	Step 5 (Proficient)	106,131
Step 6 (Proficient)	114,115	Step 6 (Proficient)	114,115
Step 7 (Proficient)	122,100	Step 7 (Proficient)	122,100

The IEU has asked for increases of 4% in February 2024 and 4% in February 2025, over a two-year agreement.

Support staff pay

Model C employers have offered additional increases for Level 4C and Level 5 support staff and a new classification of Level 5A for Aboriginal Education Officers, but the IEU is seeking that the rates be adjusted to match current Catholic systemic rates. Other increases are agreed if the MEA is over two years.

What happens next

The IEU has called for an urgent meeting with representatives of Model C schools. CER has now agreed to meet early next week as a result of pressure from the IEU to notify a dispute in the Fair Work Commission. **See proposed motion on the following page, rejecting the offer.**



Notice of IEU Chapter Meeting

Model C Schools

Date of the meeting: _____

Time of the meeting: _____

Motion:

This meeting calls on:

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:

- additional increases in pay for teachers
- further increases in support staff pay
- 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: _____

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

Attn: Madi: ieu@ieu.asn.au

by **Friday 10 November 2023**.