

NewsExtra

14 November 2023

Improved Offer – Model A MEAs

Following pressure from IEU members, on 9 November 2023, Catholic Employment Relations (CER) significantly improved the Model A offer for teachers and support staff. The pay rises were increased, and the agreements will be shorter, expiring on 31 December 2025. The pay rises were increased as follows:

Teachers	Support staff
2% to be backdated to October 2023	additional increases for Levels 4c, 5 and 6, backdated to July 2023
5% February 2024	5% January 2024*
5% February 2025	5% January 2025

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

Teacher pay

The **additional 2% increase** above the previous offer to be paid from October 2023 means that Model A teachers will continue to be paid a premium above NSW Government and Catholic systemic teachers. CER have also agreed to the IEU's proposal for an additional step to be added to Band 2 from February 2024 with a salary of \$122,100. Eligible teachers will progress to the new step after completing four years on Band 2.

The new Model A rates are as follows:

Classification	Current rates Model A	Proposed Model A rates October 2023	Proposed Model A rates February 2024	NSW Gov't and Catholic systemic rates October 2023	
Band 1	85,158	86,861	91,204	Step 1	85,000
				Step 2	91,413
Band 2.1	105,663	107,776	113,165	Step 3 (Proficient)	95,317
				Step 4 (Proficient)	99,220
				Step 5 (Proficient)	106,131
				Step 6 (Proficient)	114,115
Band 2.2	N/A	N/A	122,100	Step 7 (Proficient)	122,100
Band 3	120,652	123,065	129,218	N/A	-

This improved proposal maintains the traditional premium in Model A schools.

Support staff pay

In addition to the earlier offer of 5% increases in January 2024 and 2025, on 9 November, Model A employers also offered extra increases for Level 4c, Level 5 and Level 6 support staff. These increases are backdated to July 2023.

Parental leave

Although Model A schools have refused to agree to 12 weeks paid parental leave for the partner, they have agreed to other parental leave improvements. IEU will pursue the 12 weeks partner leave for the next agreements.

What happens next

Employers will put proposed enterprise agreements to the vote of staff – **IEU will recommend a Yes vote.**

