

NewsExtra

14 November 2023

Improved Offer – Model B MEAs

Following pressure from IEU members, on 9 November 2023, Catholic Employment Relations (CER) significantly improved the Model B offer for teachers and support staff. The pay rises were increased as follows:

Teachers	Support staff
Rates to match Dept plus 1.5% October 2023	\$750 payment on start of EA for all staff (pro rata for part-time); additional increases for Levels 4C, 5 and 6 and a new Level 5A backdated to July
3.5% 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*

Teacher pay

The revised pay proposals offered by CER mean that Model B teachers will be paid 1.5% above NSW Government teachers from October 2023 (see below) and an additional 3.5% above from February to October 2024, giving a total of 5% above. **This is an extra 2% above the previous offer.** The 5% advantage above NSW Government schools will be offset by an anticipated increase of around 3% in October 2024, but this will be restored from February 2025. This pattern will repeat during the life of the agreement.

Classification	Current rates Model B (EREA in brackets)	Proposed Model B rates October 2023	Proposed Model B rates February 2024	NSW Gov't & Catholic systemic rates October 2023
Step 1	81,099	86,275	89,295	85,000
Step 2	81,099	92,784	96,031	91,413
Step 3 (Proficient)	93,641 (94,618)	96,747	100,133	95,317
Step 4 (Proficient)	97,814 (98,663)	100,708	104,233	99,220
Step 5 (Proficient)	106,174 (102,706)	107,723	111,493	106,131
Step 6 (Proficient)	110,358 (106,740)	115,827	119,881	114,115
Step 7 (Proficient)	117,650	123,932	128,270	122,100

This improved proposal restores the traditional premium in Model B schools. At the top of the scale, the increase by February 2024 is 9% above current rates.

Support staff pay

In addition to the earlier offer, on 9 November, Model B employers also offered extra increases for Level 4c, Level 5 and Level 6 support staff and a new classification of Level 5A for Aboriginal Education Officers. These increases are backdated to July 2023.

Parental leave

Although Model B 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 agreement.

What happens next

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

