

NewsExtra

14 November 2023

Improved Offer – Model C MEAs

Following pressure from IEU members, on 9 November 2023, Catholic Employment Relations (CER) made a revised offer for MEAs covering teachers and support staff. They offered improved increases for key support staff classifications and improved parental leave.

Teachers	Support staff
Rates increased to match Department October 2023	One off payment \$750 in 2023, additional increases for Levels 4C, 5 and 6 and a new Level 5A backdated to July 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*

Teacher pay

Model C teachers will be paid the same rate as NSW Government teachers from October 2023 to February 2024 (see below) and 3% above between February to October 2024. The 3% advantage above NSW Government schools will be offset by an anticipated increase of around 3% expected for government and Catholic systemic teachers in October 2024, but rates in Model C schools will again be higher from February 2025. This pattern will repeat during the agreement.

Classification	Current Model C rates	Proposed Model C rates October 2023	Proposed Model C rates February 2024	NSW Gov't & Catholic systemic rates October 2023
Step 1	75,961	85,000	87,550	85,000
Step 2	75,961	91,413	94,155	91,413
Step 3 (Proficient)	91,611	95,317	98,177	95,317
Step 4 (Proficient)	91,611	99,220	102,197	99,220
Step 5 (Proficient)	99,438	106,131	109,315	106,131
Step 6 (Proficient)	103,357	114,115	117,538	114,115
Step 7 (Proficient)	113,291	122,100	125,763	122,100

Traditionally, teachers in Model C schools have been paid the same as teachers in government schools – this offer improves on that relativity by providing a 3% advantage for Model C teachers for much of the year.

Support staff pay

Rates of pay have been increased for Level 4C and Level 5 support staff and there is a new classification of Level 5A for Aboriginal Education Officers.

Parental leave

Although Model C schools have refused to agree to 12 weeks paid parental leave for the partner, they have agreed to other parental leave improvements, including that the concurrent parental leave taken by the partner at the time of birth will no longer be deducted from personal leave.

What happens next

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

