

NewsExtra

6 February 2024

Vote YES! – Model B MEAs

Following a protracted period of bargaining, the Model B schools multi-enterprise agreements (MEAs) have been finalised by agreement between the schools and IEU. Schools have recently distributed proposed MEAs for teachers and support staff to consider before a formal vote of employees is conducted. The new MEAs will have a nominal expiry date of 31 December 2026.

Pay increases

The pay rises achieved in bargaining for the Model B MEAs are as follows:

Teachers	Support staff
Rates to match Department plus 1.5% from 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 7 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

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

Teachers will continue to be paid a premium above NSW Government and Catholic systemic teachers with the 1.5% increase to be applied from October 2023 – see table below. The general increases apply to teachers' salaries and promotional allowances.

Classification	Current rates (ERA in brackets)	Proposed rates October 2023	Proposed rates February 2024	NSW Government & Catholic systemic 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

The additional 3.5% from February 2024 means Model B rates will be 5% higher than NSW Government and Catholic systemic rates. A premium of approximately 2% will be maintained when the NSW Government and Catholic systemic teachers receive their anticipated next increase in October 2024, but the premium will increase again in February 2025.

The proposed MEAs introduce a new Graduate 2 classification on completion of one year of full-time teaching service. Any existing Graduate Teacher will be able to transition to the new classification on completion of their full year of service.

Most support staff will receive pay rises of 4% in January 2024 and support staff on Level 4c, Level 5 and Level 6 will receive additional increases backdated to July 2023. However, instead of the 2024 increase of 4%, maintenance and outdoor staff will receive an increase in 2024 of 9% and general operational staff will receive an increase in 2024 of 13% in weekly pay rates. The proposed MEA will also introduce a new higher classification of Level 7 for Aboriginal Education Officers.

Part-time teachers

Under the proposed MEA, letters of appointment for part-time teachers will specify the teaching load as a percentage of a full-time (FTE) teacher at the school. Any changes to the part-time teachers' teaching load will require the employer to provide seven weeks' notice.

Improved paid parental leave

For teachers and support staff on averaged rates of pay, the non-term time that falls within the period of 14 weeks of paid parental leave will no longer count. In effect, these employees will receive an additional two weeks of paid parental leave.

Any personal/carer's leave taken in the four weeks prior to the expected date of birth will no longer be deducted from the 14 weeks of paid parental leave entitlement.

Additionally, the partner of the birthing parent will be entitled to two weeks of paid concurrent parental leave. This leave will not be deducted from the employee's personal/carer's leave.

Also, temporary employees whose employment ceases during a period of paid parental leave and have at least three years' continuous service at the cessation date will be paid the balance of the 14 weeks of paid parental leave as a lump sum.

Support staff – recognition of service in Model B and C schools

Support staff in Model B schools may apply for recognition of prior service in Model B and C schools that is relevant to the duties of a new position. This means that you may be entitled to a higher rate of pay on commencement in the new job.

Updates to the legislation

In addition to the changes outlined above, the proposed MEAs reflect improved entitlements employees now enjoy because of recent changes to the *Fair Work Act* made by the federal Labor government. The changes include:

- greater rights for employees to request flexible work arrangements
- entitlement to paid family and domestic violence leave
- access to compassionate leave in cases of miscarriage or stillbirth
- limitations on fixed term (temporary) contracts
- new entitlements for employees to convert from casual to ongoing employment (casual conversion)
- the employer must pay all outstanding wages and leave payments no later than seven days from the date of termination of employment.

Vote YES for your MEA

The IEU understands schools will put the proposed MEAs to a vote by employees covered by the MEA in the period **Tuesday 13 February to Friday 16 February**. The MEA must be endorsed in the vote of employees and then endorsed by the Fair Work Commission, in order to be legally binding. Please vote YES and encourage your colleagues to do the same.

