

# NewsExtra

5 March 2024

## Vote YES CSBB Principals Enterprise Agreement 2024

The enterprise agreement (EA) applying to principals employed by Catholic Schools Broken Bay (CSBB) has been finalised. This is the first stand-alone EA for CSBB principals. Members should have received from CSBB, voting notices, an explanatory document outlining the changes in the EA compared to the existing applicable enterprise agreement and a copy of proposed EA. The new EA will have a nominal expiry date of 31 December 2025.

### Pay increase guarantee and introduction of Annual Salary Review

The EA guarantees a pay increase of 3% per annum applying from first full pay period of 1 July 2024 and 1 July 2025. The increases will be applied to the adjusted rates paid from 9 October 2023 that incorporated the 8% general increase plus the additional 1.5% that CSBB offered to all their employees. There will be no changes to the classification structure for principals.

In addition to the guarantee, the EA introduces an Annual Salary Review which takes place prior to 1 July of each year. The Annual Salary Reviews gives capacity for CSBB and the IEU to consider whether the pay increase guarantee should be raised taking into account:

- percentage increase received by principals working in NSW government schools
- percentage increase received by principals working in other Catholic Systemic Diocesan schools
- annual percentage movement in the Wage Price Index for NSW based on the immediate last quarter
- CSBB's financial performance for the previous 12 months and the forecast for the years ahead.

The IEU will have a key role in the Annual Salary Review and be provided with the relevant information relied on by CSBB in determining the appropriate increase for that year. The EA recognises that the IEU will be entitled to make representations to CSBB in this process.

### Towards 2025 strategy

Similar to the main enterprise agreement that applies to teachers and support staff of CSBB, the EA includes a provision that refers to the Towards 2025 Strategy. Given that this initiative is a CSBB-specific objective, the clause is not in the existing enterprise agreement.

### Defining the role of Principals

The EA recognises the role of principals as System Leaders of CSBB and introduces a definition of the operational role of principals within the context of CSBB's Towards 2025 Strategy objectives. Neither the definition nor the recognition of principals as System Leaders will change the responsibilities of principals on a day-to-day basis.

### Clarifying hours of work

The work of principals is continuous and ongoing. The clause on the hours of work recognises that principals are paid an annual salary while hours of work will vary throughout the year. During student vacation periods, principals are generally expected to work fewer hours than during term time, depending on the needs of the school.

## Improved parental leave

The EA incorporates the improvements to existing paid parental entitlements. The non-term time that falls within the period of 14 weeks of paid parental leave will no longer count. In effect, under the new EA, principals will receive an additional two weeks of paid parental leave.

Additionally, the partner of the birthing parent will be entitled to 12 weeks of paid parental leave (inclusive of non-term time).

## CSBB leave guideline

Leave entitlements, particularly in relation to paid parental leave and leave portability, are outlined in CSBB Leave Guideline. We have ensured that the CSBB Leave Guideline has the same enforceability as the EA, which means being entitled to refer disputes as to the application and implementation of the CSBB Leave Guideline to the Fair Work Commission.

The CSBB Leave Guideline captures the portability arrangements between CSBB and all other participating Catholic employers. Employers who are part of this arrangement are the main enterprise agreement applying to teachers and support staff of CSBB. This confirms that CSBB remains part of the portability arrangements and are committed to leave portability scheme.

Any changes to the meaning and effect of the CSBB Leave Guideline will require the express approval of the IEU. This will ensure the safeguarding of your entitlements throughout your employment and into the future.

Under the terms of the EA, all newly employed principals must be given a copy of the CSBB Leave Guideline at the commencement of their employment.

## Updates to the legislation

In addition to all the key changes outlined above, the proposed EA provides greater entitlements to employees which have been introduced by the changes to Commonwealth legislation. The changes include:

- adjustments to superannuation provisions to comply with stapling rules and the requirement to pay into a MySuper product
- compassionate leave will now include situations where a principal has experienced a stillbirth or miscarriage
- greater rights to request for flexible work arrangements.

## What happens next

CSBB proposes the voting for the EA to occur at Caroline Chisholm Centre via secret ballot on 15 March 2024. If you are unable to vote in person, you can vote by telephoning Father Sam French on 9847 0000.

**IEU recommends a Yes vote.**

