

IEU Catholic Schools Broken Bay Enterprise Agreement 2024 (EA) Claims

November 2024

The IEU has had the opportunity to survey and consult its membership within Catholic Schools Broken Bay (CSBB) and relies on its member feedback to present the following log of claims.

The IEU reserves the right to amend, add or delete any of the claim items below, following continuing consultation with members.

1. Key Terms of the EA

a. Duration of the proposed EA

The IEU agrees to the proposed four-year EA term.

b. Coverage of the proposed EA

IEU seeks to broaden the coverage of the EA to include any staff employed in schools not covered by the current EA, including:

- i. Counsellors and other pastoral care staff employed in schools;
- ii. Trade trainers;
- iii. Early Childhood Education and Care employees; and
- iv. Business managers.

c. Pay Increases in salary and allowances

The IEU agrees with the quantum of the pay increases proposed by CSBB on 14 October 2024, along with the pay protection clause. We seek to ensure that pay increases are no less than the increases applying to corresponding employees in NSW and ACT government schools, and that these increases also match or exceed the rate of inflation through a cost-of-living allowance, if and where applicable during the life of the agreement.

The IEU seeks that pay increases in the first year of the agreement commence on 1 January 2025.

d. Parental leave

- i. Superannuation payable on paid parental leave.

The IEU seeks that superannuation is paid on paid parental leave. This claim seeks to address the gender pay gap that exists between men and women and is aligned with the federal government's announcement that it will pay superannuation on government paid parental leave from 1 July 2025.

ii. Paid partner leave

The IEU is claiming 12 weeks of paid parental leave for the *non-initial* primary carer (usually the father) who undertakes the role of primary carer when the *initial* primary carer (usually the mother) returns to work or study **within 24 months** (not only 12 months). The IEU seeks discussion to further clarify access to this entitlement. This time limit applies in NSW and ACT government schools.

e. Long service leave and personal/carer's leave for general employees

The IEU seeks an increase to the quantum of long service leave and personal/carer's leave for general employees. Access to long service leave (including half pay and short blocks) should be consistent with the practice for all employees.

f. Incorporation of the current WPAs into a single annexure to the EA

The IEU notes that, in a single enterprise, reference to multiple documents which determine industrial entitlements can be counterproductive. To this end, the IEU seeks that the current Primary and Secondary Work Practices Agreements be incorporated into an annexure of the EA to ensure clarity and certainty of operation.

2. Specific issues identified by membership

In consultation with its members, the IEU has identified a number of further issues which must be reviewed in negotiations with a view to resolution by inclusion in the new EA.

a. out of hours work (including scheduled events and professional duties related to classroom teaching)

- i. The IEU seeks improvements to release time by way of an additional two hours' release from face-to-face teaching time for primary and secondary teachers. We also seek extra release time for those in coordinator and leadership positions.
- ii. In addition, currently, collaborative planning time (CPT) is heavily dependent upon the will of a principal and does not consider the teacher's needs in any real way. The IEU seeks for CPT to be made available for a combination of the purposes which are currently outlined in the WPAs, not merely one purpose alone.
- iii. The IEU seeks broader discussion regarding the manner in which overnight camps and retreats are treated within the current EA and WPA.
- iv. The IEU seeks for at least 4 of the proposed 9 staff development days to be available for the teacher to use for, for example, programming, planning, marking or reporting purposes.
- v. Breaks for recess and lunch are currently provided for in the Secondary WPA but not for primary teachers. The IEU seeks parity in this respect for primary teachers.

- vi. The IEU seeks to incorporate existing WPA email clauses and a right to disconnect clause into the EA or relevant annexure replacing the WPA.

b. diverse student needs

- i. The IEU seeks to insert a provision in the EA or annexure replacing the WPA providing for training, the assessment of risks on an ongoing basis (particularly in Kindergarten to Year 2), and guaranteed support and responsibility from CSBB Head Office staff for students with diverse needs.
- ii. The IEU seeks for any diverse needs clause to recognise that students with an EALD background also have diverse needs which must be assessed for the purpose of training and release and support for relevant teachers.
- iii. The IEU seeks a clearer indication of the specific release time to be provided for teachers of students with diverse needs.

c. data collection and compliance

The IEU seeks discussions regarding data collection and compliance obligations for teachers employed by CSBB.

d. meetings and professional development

The IEU seeks further discussions regarding meetings and professional development for teachers employed by CSBB, particularly noting the recent agreement in Department schools.

e. extras

The IEU seeks discussions regarding extras for teachers employed by CSBB.

f. class sizes

- i. In April 2024, the Department reduced class sizes as set out [here](#) and below. Class sizes in CSBB schools should not exceed these limits.

Primary School	
Kindergarten	Not exceed 20 students
Year 1	Not exceed 22 students
Year 2	Not exceed 24 students
Years 3 - 6	Not exceed 30 students
Secondary School	
Years 7 - 10	Not exceed 30 students
Years 11 - 12	Not exceed 24 students
Practical Secondary Classes	
Industrial technology, agriculture, and visual arts	Not exceed 20 students
Food technology and Textiles technology	Not exceed 24 students

Years 7 - 8 Technology (Mandatory)	Not exceed 22 students
Years 7 - 10 Design and Technology (Elective)	Not exceed 22 students

Note: we recognise that CSBB's current WPA defines Music, Drama, Physical Education and Science as practical subjects and acknowledges the additional requirements placed on these classes.

- ii. The IEU seeks further discussion regarding the use of Teacher Librarians in schools. In particular, the IEU seeks confirmation that at least one Teacher Librarian will be available in every CSBB school.

3. Anti-Discrimination

The IEU seeks the introduction of an anti-discrimination clause which provides that CSBB will not discriminate on the basis of sex or disability in relation to decisions for promotion, re-classification, or any other such change requested by an employee in relation to their employment.

4. Delegates' rights

Insertion of a new clause to recognise the newly legislated delegates' rights including the existing provision of a union noticeboard and the union would like to discuss measures to facilitate involvement of delegates and members in specified union meetings.

5. Portability of leave

The existing portability arrangements permit the transfer of leave entitlements (personal leave and long service leave) between Catholic employers. However, leave entitlements are not preserved when the employee returns to the same employer within two terms.

6. Notice of termination – limits on forfeiture of monies

The IEU seeks imposition of limits on amounts that can be forfeited for insufficient notice of termination.

7. Aboriginal and Torres Strait Islander cultural and ceremonial leave

The IEU seeks three days of paid leave each year for employees who identify as Aboriginal or Torres Strait Islander for cultural and ceremonial purposes.

8. Fair processes

a. Consultation and Notification

IEU seeks to clarify that any notification should be sent to the union office regarding a major change as soon as practicable and no later than the time of notification to employees. We also request discussion regarding rights of consultation with the IEU in relation to class groupings and sizes, support for large class support, school hours, meetings, classes with diverse needs, and school based professional development.

b. Provision of pay records

Where there is an overpayment or underpayment relating to an employee, employees should also be provided with details of the investigation by the employer.

c. Access to files

The IEU seeks to broaden the existing clause on access to investigation files relating to child protection matters to allow employees to not only access but also receive copies of the files (electronic or otherwise). The IEU also seeks discussion on the operation and scope of this clause.

d. Dispute resolution procedures

The IEU seeks to expand the dispute resolution procedures to include any matters pertaining to the employment relationship and/or industrial matters, as in relation to the [*Catholic Employers Single Enterprise Collective Agreement – Diocesan Schools of Queensland 2023-2026*](#).

The IEU also seeks the ability to have standing to bring matters pursuant to the EA before the Fair Work Commission for members who may remain anonymous.

9. Other drafting issues

IEU reserves the right to raise drafting issues as they arise in the course of bargaining and reviewing the text of EA.