

NewsExtra

2 May 2025

ACT Catholic Independent Schools – Vote YES!

After months of bargaining, we have finalised the drafting for the two multi-enterprise agreements (MEAs) covering teachers and support staff at Daramalan College, Marist College, and St Edmund's College. The improvements outlined in the [last NewsExtra](#) have been incorporated into the final MEA drafts.

The proposed MEAs are now ready to move on to the voting process, which is likely to occur in the coming weeks. The IEU recommends a 'Yes' vote.

Salary wins

The pay increases under the proposed MEAs will apply from 1 October 2024. We have ensured that you will receive backpay for the difference between the rates of pay in the proposed MEA and what you have received. The backpay will be payable as soon as the MEAs are approved by the Fair Work Commission.

From 2025 onwards, annual percentage increases for support staff and teachers will be the same and paid at the same time. The increases will be applied to salaries and wage-related allowances such as salary supplements for promotional positions.

Teachers

Classification	Annual Salary ffppoa 1 Oct 2024 6%	Annual Salary ffppoa 1 Oct 2025 4%	Annual Salary ffppoa 1 Oct 2026 4%
Graduate	\$91,949	\$95,627	\$99,452
Proficient 1	\$101,667	\$105,733	\$109,963
Proficient 2	\$107,782	\$112,093	\$116,577
Proficient 3	\$114,239	\$118,809	\$123,561
Proficient 4	\$120,696	\$125,524	\$130,545
Proficient 5	\$127,773	\$132,884	\$138,200
Highly Accomplished	\$135,652	\$141,079	\$146,722

Support Staff

Pay increases
4% to be backdated to October 2024
4% October 2025
4% October 2026

The **rates of pay for support staff** based on classifications are accessible [here](#).

Improvements to working conditions

A substantial increase to paid parental leave for the initial primary caregiver from 14 weeks to 24 weeks (inclusive of non-term time). The new entitlement will be available for employees commencing parental leave after 1 April 2025.	✓
Introduction of paid parental leave of 12 weeks for the non-initial primary caregiver (usually the father) who assumes primary responsibility for the care of the child once the initial primary caregiver returns to work or study. This new paid parental leave will be available for children born or adopted after 1 April 2025 and can be taken within 24 months from the date of birth.	✓
The two weeks of paid parental leave that can be taken concurrently by the non-initial primary caregiver will no longer be deducted from their personal/carers leave balance.	✓
Introduction of one day of special leave per annum (non-cumulative).	✓
Access to up to 5 days of emergency disaster leave per calendar year for support staff (non-cumulative).	✓
Access to paid family and domestic violence leave as provided for under the National Employment Standards.	✓
Limits to the amount of money that can be withheld by the school where an employee resigns with insufficient notice of termination.	✓
Recognition of delegates' (union reps) rights including access to paid time to attend union training with four weeks' notice.	✓
Updates to various clauses of the proposed MEAs to reflect changes in legislation relating to employees' entitlements, including limitations on use of fixed term contracts, greater rights to access flexible work arrangements, casual conversion.	✓

Next steps

- 1. Access to your MEA:** Your school has advised us that you will be given access to the proposed MEAs in Weeks 2 and 3 of Term 2. This will be your opportunity to review them and ask any questions you may have.
- 2. Hold a Chapter Meeting:** Your union organiser will contact the IEU rep in your school to organise a meeting of members to discuss the proposed MEAs.
- 3. Vote 'Yes':** Your employer will provide you with details of the vote on the MEAs, including the date, time, location and how the voting will be conducted at your school. We have been advised that voting will occur in Week 4.

The proposed MEAs will be binding on your employer if a majority of employees at your school covered by each MEA vote in favour of it. The MEAs will then be lodged with the Fair Work Commission for approval.

We encourage you to vote 'YES' for your MEA!



Authorised by Carol Matthews, Secretary, Independent Education Union of Australia NSW/ACT Branch
 The Briscoe Building 485 – 501 Wattle St Ultimo NSW 2007
 P 02 8202 8900 | E ieu@ieu.asn.au | www.ieu.asn.au