



14 May 2025

SDN Enterprise Agreement – Vote YES

On 30 April, ECEC Organiser Lisa James and bargaining representatives (including IEU Delegate Katharina Japri) attended a bargaining meeting with SDN. During this meeting SDN responded to our claims with a settlement offer. After receiving feedback from members, in-principle agreement was reached between the Union and SDN. The EA will ensure teachers and educators are covered by a compliant workforce instrument, allowing access to Commonwealth funded pay increases backdated to 2 December 2024 via the Early Childhood Worker Retention Grant.

The IEU endorses the SDN EA and encourages our members to vote **YES** for:

- 3% increases for preschools, programs and shared services employees on 1 July 2025 and 2026
- Commonwealth government funded increases for long day care Teachers and Educators of 10% of the current award rate (between \$3.67 and \$5.08 depending upon teacher accreditation status and experience) backdated to 2/12/24, and a further 5% of the award rate from 1/12/25
- A minimum of 4 hours of non-contact time per week for Teachers, Room Leaders and Educational Leaders
- Educational Leader allowance at the award rate (currently \$4,412 per annum)
- Improved parental leave (8 – 12 weeks dependent on length of service) and extended to cover still births
- Special maternity leave in the event of miscarriage
- An employee with at least 5 years of service will have their pro-rata long service leave paid out if they terminate their employment with SDN
- The new online learning system will include a professional development catalogue that employees can request to attend

Next Steps

SDN will provide employees with a copy of the Enterprise Agreement to review on 14 May. SDN will then conduct a vote of employees to endorse the EA, with the ballot commencing on 26 May. If you have any questions or concerns about the EA, please email lisa@ieu.asn.au.

Your union membership

Our ECEC Organisers (Lisa, Kate and Tina) are qualified and experienced early childhood teachers who are best placed to support teachers with any workplace issues. Please encourage your non-member colleagues to help us achieve the best possible salaries and conditions for teachers by advising them to: [Join the IEU](#)



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