

# NewsExtra

13 August 2025

## Brindabella – Comparison of Pay and Conditions

Following our email update to members sent on 22 July 2025, the IEU has received confirmation from Christian Community Ministries (CCM) of their intention to seek an order from the Fair Work Commission to provide that the *Christian Community Ministries Schools Enterprise Agreement 2024* (CCM EA) will apply to existing teachers employed prior to the transfer of business at Brindabella Christian College (BCC).

In response to IEU's requests at the meeting with CCM on 4 July 2025, CCM has given us the following undertakings. They will

- Apply a 4.5% location loading for teachers at BCC for the duration of the CCM EA which expires on 31 December 2026
- Maintain paid maternity leave at 14 weeks and paid paternity leave at 2 weeks in accordance with the current *ACT Christian Schools Teaching Staff Multi-Enterprise Agreement 2020* (ACT MEA)
- Preserve existing number of promotional positions and retention of all current promotional position holders for the duration of the CCM EA, and
- Maintain current pay rates and ensure that teachers will not experience any reduction in their pay.

### Improvements to Pay

The IEU has conducted a comprehensive review comparing pay and conditions for teachers under the proposal as outlined below:

CSA MEA Classification	Jul-22	Current BCC Rate	CCM EA Grade	1-Jul-25 <sup>^</sup>	Difference BCC rates
Band 1, Step 1	\$79,517	\$83,002	Graduate 1	\$90,016	\$7,014
Band 1, Step 2	\$83,618	\$87,283	Graduate 2	\$92,667	\$5,385
Band 1, Step 3	\$87,710	\$91,554	Graduate 3	\$96,603	\$5,048
Band 1, Step 4	\$92,036	\$96,070	Graduate 4	\$100,994	\$4,924
Band 2, Step 5	\$97,563	\$101,839	Proficient 1	\$105,384	\$3,545
Band 2, Step 6	\$101,733	\$106,192	Proficient 2	\$109,777	\$3,585
Band 2, Step 7	\$105,903	\$110,545	Proficient 3	\$114,165	\$3,620
Band 3, Step 8	\$110,619	\$115,467	Proficient 4	\$118,555	\$3,088
Band 3, Step 9	\$118,383	\$123,572	Proficient 5	\$123,554*	-\$18
			Proficient 6	\$129,231	\$5,659







<sup>^</sup> The CCM EA published rates are inclusive of annual leave loading. The rate on this table excludes the annual leave loading and adds the additional 4.5% location loading that CCM has agreed to pay.



\*The effect of the undertaking means this rate of pay will be maintained at the current rate of \$123,572.

For 2026, CCM EA offers an increase of 1.75% in January 2026 and a further 1.75% in July 2026.

## Comparison of Key Conditions of Employment for Teachers

The following table compares the entitlements provided for under the ACT MEA that applies to teachers at BCC against the CCM EA based the entitlements of full-time teachers. These entitlements will be pro-rated for part time teachers.

	ACT MEA	CCM EA	IEU View
Term of Agreement	Expired as of 30 June 2023	In operation, CCM EA expires on 31 December 2026	 CCM EA provides certainty of pay and conditions until 31 Dec 2026
Paid maternity leave	14 weeks inclusive of non-term time falling within the leave (except for the first four weeks of summer vacation period)  Subsequent period available after return to work for 2 terms	10 weeks inclusive of non-term time falling within the leave (except for the first four weeks of summer vacation period)  Subsequent period available after return to work for 12 months	 CCM agreed to IEU's request to match current entitlement
Paid paternity leave	2 weeks commencing on the day of birth or the day the mother or child leaves hospital following the birth	1 week which is available from 1 week prior to expected date of birth	 CCM agreed to IEU's request to match current entitlement
Discretionary Leave	N/A	2 days per annum to attend to personal or domestic commitments, which are payable at the end of the school year if unused	 No similar leave available under ACT MEA. CCM offers to grant one additional day in 2025.
Paid personal/carers Leave	10 days of base paid personal leave plus 15 days of additional personal leave (which is capped at 75 days)	10 days per annum	 CCM agrees to convert any additional personal leave to the current balance
Long Service Leave (LSL)	13 weeks for 10 years of service and 2 weeks for each additional completed year of service  Accessible with 2 terms' notice	1.3 weeks per year of continuous service from date of engagement  Accessible with 1 term' notice	 After 10 years, CCM EA offers lower accrual of LSL

Other leave including community service leave, compassionate leave, family and domestic violence leave	As per the National Employment Standards	As per the National Employment Standards	
Notice of Termination	At least 4 term weeks' notice.  Failure to provide notice by the teacher: shortfall in notice may be withheld from monies payable.	Not less than 4 term weeks' notice.  Failure to provide notice by the teacher: CCM may withhold no more than 50% of minimum notice period.	 CCM EA

### Chapter meeting on Monday 18 August

IEU Assistant Secretary Amanda Hioe and Organiser Angela McDonald will meet with members at BCC at 3.30pm on Monday, 18 August 2025. This meeting is your opportunity to give us feedback on the offer for teachers and raise any concerns.

### General staff

We have not finalised a comparison of pay rates and conditions between the *ACT Christian Schools General Staff Multi-Enterprise Agreement 2021* and the CCM EA. CCM has not proposed at this stage to seek an order from the Fair Work Commission to provide that the CCM EA will apply to existing general staff employed prior to the transfer of business, except for staff employed in the early learning centre. General staff members are invited to attend the Chapter meeting on Monday 18 August although the focus of the discussion will be on teachers.

### Stand STRONG with the IEU

We need your feedback to ensure that your pay and working conditions are protected:

1. **Stay informed:** stay updated with IEU communications and attend the chapter meeting.
2. **Be part of the collective:** we are stronger together. Encourage non-members to join the IEU. [Click here to join.](#)

