

MODEL A SCHOOLS

NewsExtra

17 September 2025

Bargaining for Model A Schools Teachers and Support Staff

The multi-enterprise agreements (MEAs) covering a group of Catholic independent schools (called Model A) expires on 31 December 2025. The union has commenced bargaining for two new MEAs, one for teachers and one for support staff.

Organisers have visited all schools to get feedback from members for claims for the new MEAs. The union has developed a log of claims based on members' feedback and are now seeking your endorsement.

Teachers claim

Pay increases

We are seeking a two-year MEA with pay rises of:

- 4.5% February 2026
- 4% February 2027.

These percentage increases reflect those applying in 2026 and 2027 under the Independent Schools (Teachers) MEA.

We are also seeking a special education allowance for teachers at Mater Dei School.

The IEU is not proposing a change to the current teacher classification structure at Model A schools.

Workload transparency

We want a new clause to be introduced requiring schools to explain clearly the workload required at their school. This clause should include face-to-face teaching, release time in primary schools, hours of required meetings in a term, extras in secondary schools, duties and days of attendance each year.

Other claims

In addition, we are seeking:

- guaranteed timetabled release for early career teachers
- superannuation to be paid on employer-provided paid parental leave
- an additional 12 weeks of paid parental leave for the non-initial primary carer
- paid cultural and ceremonial leave for employees who identify as Aboriginal or Torres Strait Islander
- an increase in paid emergency disaster leave (from two to five days).

Support staff claim

Pay increases

We are seeking a two-year MEA with pay rises of:

- 4.5% February 2026
- 4% February 2027.

We are also claiming a special education allowance for teacher aides at Mater Dei School, in line with the claim for teachers.

The IEU is not proposing a change to the support staff classification structure.

Other claims

In addition, we are seeking:

- accrual of two weeks long service leave per year after 10 years
- one day of special leave a year to meet unscheduled family commitments (in line with teachers)
- superannuation to be paid on employer provided paid parental leave
- an additional 12 weeks of paid parental leave for the non-initial primary carer
- paid cultural and ceremonial leave for employees who identify as Aboriginal or Torres Strait Islander
- an increase in paid emergency disaster leave (from two to five days).

The coverage of the MEA should also be expanded to include school counsellors and psychologists, boarding house staff at St Joseph's College and staff in the early learning centre at Mater Dei School.

Chapter meetings

Your IEU Organiser will visit your school to give you full details of the claim:

Teachers: [Click here](#)

Support Staff: [Click here](#)

Please check the time of the meeting at your school with your union rep and invite colleagues who have not yet joined the union to become involved and attend the meeting.

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.
2. **Be part of the collective:** we are stronger together. Encourage non-members to join the IEU.
[Click here to join.](#)

