

IEU NSW Catholic Independent Schools (Teachers – Model A) MEA 2026 Claims

September 2025

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

IEU reserves our rights as to the type of multi-enterprise agreement (MEA) which is made.

1. Term of the proposed MEA

The IEU is seeking a two-year MEA with a nominal expiry date in December 2027.

2. Pay increases

Summary of Pay Increases Claim	
Timing	Pay Increase
February 2026	4.5%
February 2027	4%

a. Annual pay increases

The IEU is seeking an annual pay increase of 4.5% in February 2026 and a subsequent pay increase of 4% in February 2027 on all classifications. The increases are to be exclusive of superannuation.

The St Joseph's pay premium is to be maintained with a 4.5% pay increase applicable in February 2026 and a 4% pay increase in February 2027 on all classifications.

b. Pay increases on commencement of the MEA

Pay increases are to be applicable from the commencement date of the MEA.

Employees should be guaranteed the right to be paid from the date specified in the MEA (February 2026), even if there is a delay in the making and approval of the MEA.

c. Allowances

Allowances (excluding those tied to cost of living) are to increase in accordance with the annual pay increases. Cost of living allowances to be increased as agreed. See below for introduction of special education allowance for Mater Dei.

d. Band 3 Progression

The IEU seeks the removal of the 1 February delay for classification progression for Teachers advancing to Band 3. Teachers are to progress to Band 3 on the first full pay period following their assessment by ISTAA as meeting the ISTAA Experienced Teacher Standards.

3. Classification Structures

a. Coverage

The IEU is seeking coverage of the Mater Dei Early Learning Centre in the MEA.

b. Classification Structure

The IEU seeks that the current classification structure is to remain.

c. ISTAA Experienced Teacher/Professional Excellence Classification

Professional Excellence to be achieved where a teacher is accredited as a Highly Accomplished or Lead Teacher under the *Teacher Accreditation Act 2004* (NSW).

4. Workloads

a. Introduction of a Workload Transparency Clause

Increasing workload expectations for teachers in independent schools remain a significant issue for members. The IEU seeks workload transparency for face-to-face teaching hours, release time, number of meetings, extras, duties and expected days of attendance on weekends and term time. These expectations should be stated in a document unique for each school that is published to teachers, referenced in the enterprise agreement and in place for the life of the agreement.

For newly employed teachers, the workload transparency conditions should be stated in their letters of appointment.

b. Overnight Camps

The IEU is seeking compensation for teachers for overnight school camps.

c. Off Timetable Classes

The IEU is also seeking compensation or time in lieu for teachers that are required to teach off timetable classes.

a. Establish School-Based Committees

Workloads are a work, health and safety issue. The IEU recommends the establishment of school-based advisory committees to specifically address workload issues in schools. The committee's purpose would be to identify measures to reduce teacher workload and to ensure that

unnecessary work is not being performed, for example work identified by NSW and federal governments as unnecessary for compliance.

See for example:

- NESAs Fact Sheets (<https://www.nsw.gov.au/sites/default/files/noindex/2024-02/fact-sheet-curriculum-september-2023.pdf>),
- The NCCD Evidence Fact Sheet (<https://www.education.gov.au/swd/resources/evidence-requirements-nationally-consistent-collection-data-school-students-disability-nccd>), and
- The AITSL Australian Teacher Performance and Development Framework Fact Sheet (https://www.aitsl.edu.au/docs/default-source/default-document-library/australian-teacher-performance-and-development-framework.pdf?sfvrsn=d770853c_2).

The committee should have access to school leadership to put forward their recommendations and all efforts must be made to put those recommendations into action.

d. Release for Early Career Teachers

Early career teachers and conditionally accredited teachers and their mentors should receive guaranteed timetabled release from face-to-face teaching of 0.1 FTE.

e. Release for Teachers at Mater Dei

Current practice at Mater Dei is that teachers are released from face to face teaching for 2 hours per term week like Catholic systemic primary schools. The IEU is seeking that this release time is increased to 3 hours per term week and included in the workload transparency statement for Mater Dei.

f. Special Education Allowance - Mater Dei

The IEU is claiming the introduction of a special education allowance comparable to that which applies in the current *Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025* (the AIS Teachers MEA) for teachers in registered special schools (\$3,866 per annum from 2026).

5. Fair Processes

a. Discrimination

The IEU seeks the introduction of an anti-discrimination clause which gives effect to the employers agreeing that they 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.

6. Leave

a. Superannuation Payable on Paid Parental Leave

The IEU seeks that superannuation be payable 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 and recent improvements in both the AIS Teachers MEA and the Catholic Systemic Schools EA (which will be voted on in coming weeks).

b. Paid Parental Leave (Non-Initial Primary Carer)

The IEU is claiming 12 weeks of paid parental leave for the *non-initial* primary carer who undertakes the role of primary carer when the *initial* primary carer returns to work or study within 24 months of the birth or adoption of the child.

This condition applies in NSW and ACT government and Catholic systemic schools and is in addition to the two weeks of paid concurrent parental leave that can be taken by the non-primary caregiver at the time of birth or in the twelve months after the birth or adoption. Twelve weeks of paid parental leave for the non-initial primary carer (in addition to two weeks at the time of birth) was also agreed in the AIS Teachers MEA.

c. Long Service Leave

Long service leave is an entitlement provided to longstanding employees in recognition of their long service. The IEU seeks that the MEA makes clear that in no case should the period of a pupil vacation period be deducted from the teacher's long service leave balance if a short block of leave is taken adjacent to a pupil vacation period.

d. Paid Personal Leave and Workers Compensation

The IEU seeks a clause which permits teachers on workers compensation to access their paid personal/carer's leave entitlement to supplement their reduced salaries in line with the standard position at law.

e. Paid Cultural and Ceremonial Leave

The IEU seeks three days of paid leave in each calendar year for employees who identify as Aboriginal or Torres Strait Islander for cultural and ceremonial purpose. This leave is non-cumulative.

f. Emergency Disaster Leave

The IEU is claiming an increase in emergency disaster leave from a maximum of 2 days to a maximum of 5 days per calendar year.

7. Implementation of new rights pursuant to changes in industrial relations laws

The IEU seeks to incorporate the new rights that exist under recent changes in industrial relations laws which include, but are not limited to:

- Insertion of a new clause to recognise the newly legislated delegates' rights including provision of a specific union noticeboard.
- Amendment of clauses to reflect changes to the family and domestic violence leave legislation.
- Insertion of a new clause to recognise the right to disconnect.

- Right to request provisions for flexible work arrangements should reflect the changes to the legislation including the ability for the Fair Work Commission to arbitrate matters.
- Inclusion of a new clause to limit the use of fixed term contracts.

8. Drafting Issues

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

Definitions of *non-term* time and *term* time to be added to the MEA.

IEU also claims that all schools adopt the first required day of attendance as the start of the school year for the purpose of calculation of payment for non-term time.