

# NewsExtra

10 October 2025

## Indie Education EA – Why Vote YES?

From early 2025, the IEUA NSW/ACT, along with other IEUA branches, has been bargaining for a new enterprise agreement (EA) for teachers and general employees employed by Indie Education across Australia.

The union has now reached agreement and has been advised that a vote on the EA will be conducted by the employer through a third-party provider in the week of 12 to 18 October 2025.

The EA will deliver some improvements to your pay and working conditions. While it does not capture every claim we pushed for, it represents meaningful progress and lays the groundwork for future bargaining.

### Pay rises

The EA has a nominal expiry date of 31 January 2030 and guarantees salary increases of 2.5% payable from the first full pay period on or after 1 February of each year.

### Allowances

- Responsibility allowances have been simplified in this EA to a fortnightly amount of \$325 in recognition of additional responsibilities in administrative duties, pastoral care or educational leadership capacities.
- Assistant Head of School allowance is set at \$475 per fortnight and is no longer tied to student enrolments.

These new allowances are substantially increased from the highest allowance currently paid for those respective roles. While the rates will not be indexed during the life of the EA, they represent a major step forward in recognising higher responsibilities.

### Classification structure

Indie Education has a single classification structure for its employees. The new EA simplifies the classification structure from 18 down to 12 levels, plus an additional Level 13 for those working in 'Heads of' positions.

Depending on each employee's role and existing classification level, employees will be transitioned to a new level under the EA which will provide a range of increases from a minimum of 2.5% up to 23.5%. For example, a Welfare Officer currently employed as a Level 10 will translocate to a Level 5 under the new EA but will receive an increase of 10.1% in their pay.

This restructure means clearer career pathways and stronger pay outcomes.

### Teachers

Teacher classifications will be simplified from Levels 11 to 18 to just three levels: Levels 9 to 11, with a new Level 12 for those who achieve Highly Accomplished or Lead Teacher accreditation. This change delivers pay increases between 2.5% and 27.2%, with most teachers receiving at least 10.8%.

### Teacher equivalent employees

The new EA introduces a new category of employees described as teacher equivalent employees. These employees have teacher accreditation /registration but are not engaged in teaching as part of their role. They will be paid at the same classification levels as teachers, that is Levels 9 to 11 but will not have access to Level 12.

### Work hours

The new EA sets a consistent 37.5-hour work week for all employees across Indie Education. For teachers:

- core work hours are 8.30am to 4.30pm, with a 30-minute unpaid lunch break between 12.30pm to 1.00 pm where no duties are required to be undertaken
- the core hours comprise of up to 18 hours of face-to-face teaching and 19.5 hours of other duties
- teachers may also be required to work up to 5.35 supplementary hours per week, as reasonably determined by the Executive Principal.

Additionally, the maximum teacher attendance days will increase from 195 to 198 days. The stipulation of these hours brings clarity to the work hours and expectations for employees of Indie Education.

### Nationally consistent school year and public holidays

Indie Education is introducing a nationally aligned school calendar with consistent term breaks and public holidays across all schools.

While members raised strong concerns about the new national school calendar, particularly the difficulties it creates for staff with school-aged children, Indie has refused to alter its position. Through IEU pressure, they agreed to provide maximum notice for employees and undertook to confirm the calendar by 30 September each year. Due to the inadequate notice for next year, Teachers, Teacher Equivalent and Learning Support employees will receive a one-off compensation payment in recognition of the impact for 2026 only.

The IEU will continue to raise this issue through future bargaining, as we know this remains a major concern for many members.

### Improved conditions

In addition to the above, the IEU secured the following improvements to working conditions.

- **New paid cultural and ceremonial leave:** up to three days per year available for eligible employees to participate in cultural or religious events.
- **Earlier access to Long Service Leave:** from five years of service, which permits pro rata payment if employment terminates after five years.
- **Paid company benefit leave:** one week of paid leave during the Christmas shutdown for all employees except Teachers, Teacher Equivalents, and Learning Support Employees.
- **Expanded infectious diseases leave:** leave includes any infectious disease of public concern, including pandemics, as declared by health authorities.
- **Union delegate rights:** new protections and entitlements for union representatives, aligned with updates to the *Fair Work Act 2009* (Cth).

Instead of paid company benefit leave, teachers, teacher equivalent and learning support employees are not generally required to work during non-term time but will be paid during this period. Heads of School do not have access to paid non-term time but are entitled to three weeks of additional leave that must be taken within the school year.

### Next steps

Your employer will send out a copy of the EA and explanatory materials this week. After the access period, you will be asked to vote.

While this EA does not deliver every claim we sought, it secures important pay and classification gains that position us to build on these improvements next round. Voting NO would likely cause delays or risk those gains, without guaranteeing any movement from the employer. We recommend a YES vote to lock in these gains and keep momentum moving forward.

The growth in membership and engagement we have seen over the past few months has been fantastic. This has shown that these issues are important to staff, and we want to have a voice. We need to keep this momentum going to ensure that we are in an even stronger position next time bargaining begins. Every new member adds power to our voice at the bargaining table. Encourage any non-member colleagues to [join the IEU](#).

**We ask members to vote 'YES' for the new EA.**



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