

MODEL A SCHOOLS

NewsExtra

7 November 2025

Model A Schools: Employer offer not there yet

While bargaining is continuing for teachers and support staff in Model A schools, the IEU is yet to receive a clear offer from employers.

Significant issues are still outstanding, and IEU members should demand clarity on these important items.

The status of bargaining

IEU claims	Progress
Annual increase of 4.5% and 4% for salaries and allowances over the life of the MEAs (2 years)	✗
Increase of paid emergency disaster leave from 2 days to 5 days	✗
Paid parental leave of up to 12 weeks for non-initial primary carer	⚠ <i>Subject to further discussion</i>
Superannuation to be payable on paid parental leave	✓
Two days of paid cultural and ceremonial leave	✓

Teachers

IEU claims for teachers	Progress
Retention of existing classification structure	⚠ <i>Subject to further discussion</i>
Introduce workload transparency clause	✗
Additional support and specific release for early career teachers	✗
Additional one hour of release time and special education allowance for Mater Dei	✗
Amend existing Professional Excellence Allowance to Highly Accomplished and Lead Teacher	✓

The IEU is pressing the pay claims endorsed by members. CER has indicated that Model A schools will seek to introduce two additional classification steps to align more closely with other education sectors, while keeping a unique Model A classification. While we are prepared to negotiate changes to the classification structure, we wish to make sure long-serving teachers are appropriately rewarded.

Support staff

IEU claims for support staff	Progress
Broadening coverage to include boarding house staff at St Joseph's College, Hunters Hill	✗
Broadening coverage to include Mater Dei Early Learning staff	✗
Increase long service leave entitlements from 1.3 weeks to 2 weeks per year of service after 10 years	✗
Additional one hour of release time and special education allowance for Mater Dei	✗
Broadening coverage to include counsellors and psychologists	✓
Making evidence requirements for paid personal/carer's leave less onerous in line with teachers	✓

We are working to ensure that counsellors and psychologists are properly included in the new MEA. We will introduce new clauses to make sure your entitlements are clearly defined and appropriately classified.

If you are a counsellor or psychologist, please reach out to your IEU Organiser to discuss your entitlements. If you know someone in these roles who is not yet a member of the IEU, please encourage them to [join here](#).

Stand STRONG with the IEU

We need your support and engagement to fight for better pay and working conditions.

IEU chapters should:

1. **Hold a chapter meeting:** members should meet as a priority and move the attached motion calling on your principal to provide a detailed response to the IEU claim.
2. **Spread the word:** Our success in bargaining depends on engagement. Discuss our campaign with your colleagues and encourage non-members to [JOIN NOW](#). Together we are stronger.

----- CHAPTER MOTION -----

IEU members employed at _____ have overwhelmingly endorsed the IEU claim for a pay rise of 4.5% in 2026 and 4% in 2027, as well as improvements to entitlements and conditions as detailed in the log of claims.

The chapter calls on our principal to:

1. **Support the IEU claim**, including pay rises and improvements to entitlements and working conditions.
2. **Communicate this position** to Catholic Employment Relations (CER), expressing the school's commitment to maintaining competitive salaries that recognise staff professionalism and dedication.

Number FOR

Number AGAINST

Please send the results of the Chapter vote to ieu@ieu.asn.au by Friday 21 November

