

NewsExtra

28 November 2025

CSPD Principals EA – Vote YES!

Bargaining with Catholic Schools Parramatta Diocese (CSPD) commenced in March 2025 for a new enterprise agreement, the *Catholic Schools Parramatta Diocese Ltd – Principals Enterprise Agreement 2025* (CSPD Principals EA), to replace the *NSW and ACT Catholic Systemic Schools Principals Enterprise Agreement 2024*, which expired on 9 October 2024.

As with the teachers and support staff, CSPD will have a separate CSPD Principals EA, but has negotiated together with the other dioceses.

Pay rises

The CSPD Principals EA has a nominal expiry of 8 October 2027, and mirrors pay increases for teachers in the new *Catholic Schools Parramatta Diocese Ltd – Schools Enterprise Agreement 2025*:

- 3% in October 2024 (already paid)
- 3% in October 2025
- 3% in October 2026

CSPD will process the pay rise and backpay for 2025 after a majority YES vote.

The CSPD Principals EA also includes a clause requiring discussions for a one-off, non-cumulative cost-of-living adjustment if CPI exceeds 4.5% in the first three months of 2026.

Improved conditions

Other key improvements in the new CSPD Principals EA include:

- Superannuation will be payable on paid parental leave provided by CSPD, in addition to ATO-funded super on government Paid Parental Leave (from July 2025).
- More flexible access to paid parental leave for the non-initial primary caregivers which can now be taken within 24 months of birth (previously must be taken within 12 months). The new access will only apply to children born after the CSPD Principals EA commences.
- Introduction of Aboriginal and Torres Strait Islander paid cultural and ceremonial leave – up to three days paid leave annually for eligible employees.

Next steps

Your employer will contact you with details on when and how to vote for your new CSPD Principals EA. Voting will be open between **Wednesday 3 December – Friday 5 December**.

Vote YES to secure your pay rises and improved conditions!



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