

NewsExtra

2 December 2025

SCS Principals EA – Vote YES!

The IEU has been bargaining since March 2025 for a new enterprise agreement to replace the *Principals (Archdiocese of Sydney) Enterprise Agreement 2024*, which expired on 9 October 2024. In early November, the IEU reached agreement with Sydney Catholic Schools (SCS) on the terms of the new *Principals (Sydney Catholic Schools) Enterprise Agreement 2025* (SCS Principals EA), delivering improved pay and working conditions for principals.

As with previous enterprise agreements, SCS maintains a separate SCS Principals EA from other Catholic diocesan employers, although it continues to negotiate jointly with the other dioceses.

Pay rises

The SCS Principals EA has a nominal expiry of 8 October 2027, and mirrors pay increases for teachers in the new *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2025*:

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

In addition, the SCS Principals EA includes:

- Introduction of Bands 9 for schools with 1801 to 2100 students and 10 for 2101+ students from October 2025
- An adjusted increase to the Level 8.3 rate in October 2025 and 2026, and
- Streamlining recognition of service for principals and simplifying contract renewal processes.

SCS will process the pay rise and backpay for 2025 after a majority YES vote. The SCS Principals EA also includes a clause requiring SCS to meet and discuss with the IEU 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 SCS Principals EA include:

- Superannuation will be payable on paid parental leave provided by SCS, in addition to ATO-funded super on the government's 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 SCS Principals EA commences operation.
- Up to three days of paid Aboriginal and Torres Strait Islander cultural and ceremonial leave for eligible employees.

Next steps

Your employer will contact you with details on how to vote for your new SCS Principals EA. Voting will be open from **8.30am Tuesday 9 December to 5.00pm Thursday 11 December 2025**.

Vote YES to secure your pay rises and improved conditions!

