

MODEL A SCHOOLS

NewsExtra

23 February 2026

Have YOUR Say on Your Paid Parental Leave!

Welcome back to Term 1, 2026! Bargaining has recommenced for new replacement multi-enterprise agreements (MEAs) for teachers and support staff in Model A schools. We know that your pay rises are due and delays are unacceptable.

Since our [last NewsExtra](#), sustained pressure from IEU members has helped to achieve agreement on many IEU claims.

What we have won through bargaining

IEU claim	Achieved
Annual increases for salaries and allowances of 3.75%, 3.5% and 3.25% in February 2026, 2027, and 2028 respectively	✓
Superannuation payable on paid parental leave entitlements	✓
Two days of paid cultural and ceremonial leave	✓

Teachers

IEU claim	Achieved
A unique but competitive Model A classification structure with six steps – two additional steps in Band 2 and retaining Band 3 classification	✓
Introduction of a workload transparency clause requiring the employer to advise teachers of their workload expectations on appointment and from time to time	✓
Introduction of new Highly Accomplished or Lead Teacher allowance to recognise and reward teachers with higher levels of professional accreditation	✓
Progression to Band 3 to occur upon satisfying the eligibility criteria, rather than the following February	✓

Upon commencement of the new proposed MEA, all teachers currently employed in a Model A school will transition into the new expanded pay scale. No teacher will be disadvantaged by the transition. Each teacher will continue to receive the annual increases until their pay catches up to the appropriate step on the new scale.

The proposed pay scale compared to independent schools is available, [click here](#).

For teachers in St Joseph's College, your chapter motion has convinced the employer to keep your pay scale in the new MEA. The proposed pay rates are available, [click here](#). The union continues to have discussions about the pay scale for St Joseph's College.

Support staff

IEU claim	Achieved
Broader coverage to include counsellors and psychologists	✓
Clarification of evidence required for taking paid personal/carers leave, making it less onerous and in line with teachers	✓
Retention of competitive pay rates and classification structure compared to other sectors	✓

Proposed pay rates for support staff that reflect the agreed increases are available, [click here](#).

Paid parental leave – the remaining issue

Currently, employees in Model A schools are entitled to 14 weeks of paid parental leave. For support staff not required to work 48 weeks a year (that is, paid an averaged rate of pay) and for teachers, the leave is **exclusive** of non-term periods. Model A schools want to change the leave to 16 weeks of paid parental leave, but **inclusive** of non-term time. Whilst it looks like an increase, the change to paid parental leave may lead to a reduction in your paid parental leave entitlements in some circumstances (where the included holidays are longer than two weeks).

The IEU has also made a claim for 12 weeks of paid parental leave for the non-initial primary carer in line with government, Catholic and independent schools across NSW. Presently, Model A schools only provide two weeks of paid parental leave for the non-initial primary carer around the time of birth or adoption.

Model A schools had agreed to our claim for an additional 12 weeks of paid parental leave for the non-initial primary carer, but they have now reduced their offer to 12 weeks, **including** the two weeks around the time of birth or adoption.

These changes would put Model A schools **below** industry standards.

We are continuing to push for parental leave provisions that truly support our members and match what is already provided across the education sector.

Stand strong together with the IEU

We need to hear from you so we can tell the Model A schools that we will not accept inferior paid parental leave entitlements:

1. **Hold a chapter meeting:** invite your organiser, discuss the paid parental leave issue and pass the motion below.
2. **Spread the word:** Discuss our campaign with your colleagues and encourage non-members to [join now](#).

CHAPTER MOTION

IEU members employed at _____ (name of school) call on our employer to maintain paid parental leave entitlements for the initial primary carer and provide paid parental leave for the non-initial primary carer at industry standards.

Number FOR

Number AGAINST

Please **send the results** of your chapter vote to ieu@ieu.asn.au by **Friday, 6 March 2026**.

