

IEU NSW Catholic Independent Schools (Teachers – Model B and Model C) MEA 2027 Claims August 2026

The IEU reserves the right to amend, add or delete any of the claim items below, including following consultation with members.

IEU reserves our rights as to the type of multi-enterprise agreement (MEA) which is made.

1. Term of the proposed MEA

The IEU is seeking a three-year MEA with a nominal expiry date in December 2029.

2. Pay increases

Summary of Pay Increases Claim	
Timing	Pay Increase
1 February 2027	4.5%
1 February 2028	4.5%
1 February 2029	4.5%

a. Annual pay increases

The IEU is seeking an annual pay increase of 4.5% in February 2027 and a subsequent pay increase of 4.5% in February 2028 and 4.5% in February 2029 on all classifications.

Where rates of remuneration are greater than the commencement rate provided for in the agreement the percentage increase shall be applied to the actual rates of remuneration.

b. Pay increases on commencement of the MEA

Pay increases are to be applicable from the commencement date of the MEA.

Employees should be guaranteed the right to be paid from the date specified in the MEA (February 2027), even if there is a delay in the making and approval of the MEA.

c. Allowances

Allowances are to increase in accordance with the annual pay increases. These increases should also apply to allowances paid by the school, whether or not the allowances are included in the MEA (for example co-curricular allowances).

3. Workloads

a. Introduction of a Workload Transparency Clause

The IEU seeks workload transparency for face-to-face teaching hours, release time, caps on numbers and hours of meetings, extras, duties and expected days of attendance on weekends and term time.

Additionally, we seek the inclusion of a clause that limits the classes a year 12 teacher can be scheduled to teach in term 4.

The clause shall include consultative measures to manage and address workload concerns.

A calendar of all events in the following year requiring attendance outside normal school times should be provided no later than the end of Term 3 in the preceding year.

b. Overnight Camps

The IEU is seeking compensation for teachers for overnight school camps.

c. Off Timetable Classes

The IEU is also seeking compensatory time off for teachers who are required to teach off timetable classes (that is very early start or late finish classes). Such time off should allow a regular later start or early finish at another time to compensate for the additional attendance time required to teach the off-timetable classes.

d. Release for Early Career Teachers

Early career teachers and conditionally accredited teachers and their mentors should receive guaranteed timetabled release from face-to-face teaching of 0.1 FTE.

4. Fair Processes

a. Discrimination

The IEU seeks the introduction of an anti-discrimination clause which gives effect to the employers agreeing that they will not discriminate on the basis of sex or disability in relation to decisions for promotion, re-classification, or any other such change requested by an employee in relation to their employment.

5. Leave

a. Superannuation Payable on Paid Parental Leave

The IEU seeks that superannuation be payable on paid parental leave. This claim seeks to address the gender pay gap that exists between men and women and is aligned with the Federal Government's announcement that it will pay superannuation on government paid parental leave from 1 July 2025 and recent improvements in both the Independent Schools NSW Teachers MEA and the Catholic Systemic Schools EA.

b. Paid Parental Leave

The IEU is seeking an increase in parental leave to meet best practice standards in the industry.

c. Long Service Leave

Long service leave shall be taken at the election of the employee. Any direction by the employer that leave be taken should provide that the timing is by agreement between the employee and employer.

There should be access to short blocks of leave, including single days.

The IEU seeks that the MEA makes clear that in no case should the period of a pupil vacation period be deducted from the teacher's long service leave balance if a short block of leave is taken adjacent to a pupil vacation period.

d. Personal/carer's Leave

The IEU seeks a clause which permits teachers on workers compensation to access their paid personal/carer's leave entitlement to supplement their reduced salaries in line with the standard position at law.

The personal/carer's leave evidentiary requirements should be amended, so that evidence is only required when personal leave in excess of two consecutive days is taken.

e. Special Leave

The IEU is claiming that Employees are to have access to two days of paid special leave in each calendar year which is non accumulative.

f. Emergency Disaster Leave

The IEU seeks to amend the emergency disaster leave entitlement from up to 5 days taken from an employee's personal/carers leave entitlement to a separate entitlement of up to a maximum of 5 days per calendar year.

g. Increased superannuation scheme – clause 24 (Model B MEA only)

The IEU seeks to discuss the operation of clause 24, where employees may opt in to forgo other leave entitlements in exchange for increased super.

6. Implementation of new rights pursuant to changes in industrial relations laws

The IEU seeks to incorporate the new rights that exist under recent changes in industrial relations laws which include, but are not limited to:

- Insertion of a new clause to recognise the newly legislated delegates' rights including provision of a specific union noticeboard.
- Amendment of clauses to reflect changes to the family and domestic violence leave legislation.
- Insertion of a new clause to recognise the right to disconnect.
- Right to request provisions for flexible work arrangements should reflect the changes to the legislation including the ability for the Fair Work Commission to arbitrate matters.
- Inclusion of a new clause to reflect the legislative changes to fixed term contracts.

7. Drafting Issues

IEU reserves the right to raise drafting issues as they arise in the course of bargaining and reviewing the text of the MEA.

Issues identified so far include the reinsertion of the key to the variables of the formula in clause 13(b); definitions of *non-term* time and *term time*.

IEU also claims that all schools adopt the first required day of attendance as the start of the school year for the purpose of calculation of payment for non-term time.