

MODEL B and MODEL C schools

NewsExtra

18 September 2026

Bargaining update

Bargaining has commenced for replacement multi-enterprise agreements (MEAs) covering teachers and support staff in Model B and Model C Catholic independent schools. We have attended four meetings with the most recent on Wednesday 9 September.

Bargaining – IEU claims

At the 9 September bargaining meeting, **your union continued to press the member-endorsed claims for better pay and conditions.**

For support staff, this included additional pay increases to address the gap with comparable school sectors, together with improved personal/carer's leave and long service leave (see [support staff claim](#), and [NewsExtra](#)).

CER, representing the schools, also responded to the claims being pursued for teacher members (see [teachers claim](#)).

At this stage employers have not agreed to any of our claims:

- **Pay offer:** CER has indicated the offer will be lower than our claim of 4.5% per annum.
- **Support staff pay and classifications:** No offer, as yet, on additional pay to achieve comparable rates with other school sectors.
- **Paid parental leave for all employees:** CER has indicated schools may be prepared to improve paid parental leave, which is well below other school sectors for non-initial primary carers, and would consider superannuation on paid parental leave for the initial primary carer only.
- **Leave for support staff:** No offer, as yet, for increased personal/carer's leave and long service leave.
- **Teacher workload:** CER stated employers are reluctant to agree to a workload transparency statement (requiring teachers to be informed of basic workload measures applying at their school, such as face-to-face teaching, release and extras).

The IEU is also seeking guidelines to be introduced at school level on arrangements for Year 12 teachers in Term 4, caps on the number of hours of staff meetings per term, compensation for overnight camps and a reduced teaching load for early career teachers.

Employers are not prepared to agree to any guidelines and have stated any workload issues should be resolved locally on a case-by-case basis (at school level) and not through central bargaining.

Teachers' personal/carer's leave

Employers have flagged an intention to change personal/carer's leave for teachers. Currently teachers are entitled to 25 days per annum (if full-time) accruing to a maximum of 150 days, with only leave from the previous six years able to be taken.

Employers want to change the entitlement to that existing in Catholic systemic schools and independent schools. The new model would mean that teachers would retain their existing entitlement, receive 15 days on the transition to the new model and then receive 15 days per annum on a progressive basis, accruing indefinitely.

The union has not agreed to this change. For us to consider this model, other aspects of personal/carer's leave would need to be improved, such as when evidence of illness is required and access to special leave for family responsibilities.

Next steps

Employers have indicated that teacher workload issues should be dealt with at individual schools rather than through central bargaining. They have also made no offer to address support staff pay compared with other school sectors.

Every Model B and Model C chapter is being asked to meet early next term with their IEU organiser to progress the next stage of the campaign, discuss the key issues at their school, and build support for the union's bargaining claims.

Key items to be discussed are:

- **Teacher workload** – the workload issues affecting teachers at your school and what needs to change.
- **Support staff pay and classifications** – the need for improved pay and conditions in line with comparable roles in other school sectors.
- **Chapter action** – how members will raise these issues with the principal and seek the school's support for the IEU claims.

Your union is strongest when members act together. Every member who joins the union helps to build their chapter. This strengthens the collective power of the IEU to win better pay and conditions across Model B and Model C schools.

Not a member? [Join your union now.](#)

