

## IEUA NSW/ACT Log of Claims\*

### Teachers

#### *Christian Schools NSW (Teachers) Multi-Enterprise Agreement 2026*

| Claim                  | IEU Comment                                                                                                                                                                                                                                                                 |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Remuneration</b>    |                                                                                                                                                                                                                                                                             |
| Term of agreement      | The IEU seeks a three-year agreement.                                                                                                                                                                                                                                       |
| Teacher classification | Shorter pay scale in line with those applying under other teacher agreements.                                                                                                                                                                                               |
| Pay increases          | <p>The IEU claims for pay increases which reflect the rising cost of living and ensure competitiveness with like schools, notably:</p> <ol style="list-style-type: none"> <li>1 February 2027 = 4.5%</li> <li>1 February 2028 = 4%</li> <li>1 February 2029 = 4%</li> </ol> |
| Backpay                | Employees to be guaranteed backpay from the dates specified in the agreement even if there is a delay in the making or approval of the agreement.                                                                                                                           |
| Allowance increases    | <p>Allowances should be increased by the same percentage of the corresponding annual increase.</p> <p>Provided however that where a school may have an attached Early Learning Centre, that an Educational Leader allowance is introduced.</p>                              |

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| Higher duties                              | Allowance or payment for teachers acting into a leadership or other executive position where the ordinarily engaged employee is absent for a period of 5 or more days.                                                                                                                                                                                                                     |
| <b>Leave</b>                               |                                                                                                                                                                                                                                                                                                                                                                                            |
| Parental leave (initial primary carer)     | Amendment of parental leave provisions to reflect broader education industry standards. E.g. Entitlement to 14 weeks paid parental leave after twelve months service.                                                                                                                                                                                                                      |
| Parental leave (Non-initial primary carer) | <p>Amendment of parental leave provisions to reflect broader education industry standards. E.g. Entitlement to 2 weeks paid leave upon birth or placement of child, or upon birthing parent exiting hospital.</p> <p>Additionally, a further 12 weeks paid parental leave where the initial primary carer returns to work or study within 12 months of the child's birth or placement.</p> |
| Superannuation and paid parental leave     | Superannuation should be paid on periods of paid parental leave to address the gender pay gap and in alignment with government equity initiatives.                                                                                                                                                                                                                                         |
| Unpaid parental leave                      | Period of unpaid parental leave to be counted as service.                                                                                                                                                                                                                                                                                                                                  |
| Personal leave                             | Amendment to evidence requirements so that evidence does not need to be provided until at least 3 consecutive days of absence. This would not remove the right of the employer to request evidence for individual absences on a case-by-case basis.                                                                                                                                        |

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| Special leave                        | Introduction of 1 day special leave to meet commitments which are scheduled outside the employee's control (e.g graduation, wedding etc.)                                                                                                                                                                                                                              |
| Cultural and ceremonial leave        | Introduction of 3 days of non-cumulative paid leave in each calendar year for employees who identify as Aboriginal or Torres Strait Islander for cultural or ceremonial purpose.                                                                                                                                                                                       |
| Emergency disaster leave             | Increase to 5 days per calendar year for leave where an emergency disaster is declared.                                                                                                                                                                                                                                                                                |
| <b>Promotions positions</b>          |                                                                                                                                                                                                                                                                                                                                                                        |
| Appointment procedures               | Outline in the agreement of the appointment process for promotions which is based on merit.                                                                                                                                                                                                                                                                            |
| <b>Early career teachers</b>         |                                                                                                                                                                                                                                                                                                                                                                        |
| Release                              | Introduction of guaranteed, scheduled release for early career teachers and their mentors per term week.                                                                                                                                                                                                                                                               |
| <b>Workloads</b>                     |                                                                                                                                                                                                                                                                                                                                                                        |
| Transparency                         | <p>Introduction of workload transparency clause which requires employees to be advised in writing, specific to their teaching position, on face-to-face teaching hours, release time, number of meetings, extras and duties, and expected days of attendance on weekends and term time.</p> <p>New employees to be advised of the above in letters of appointment.</p> |
| Scheduled professional planning time | Introduction of additional scheduled professional planning time per cycle.                                                                                                                                                                                                                                                                                             |

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| Meetings                             | Prescribed maximum number of meetings per cycle with provision for additional meetings with consultation with employees where required.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Time-in-lieu                         | Accrual of time-in-lieu for supervision of out of hours events. E.g. Camps, musicals, gala nights etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Limitations on extras                | Prescribed maximum number of extras per cycle.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Legislative changes</b>           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Updates to industrial relations laws | <p>Amendment of agreement to incorporate recent changes to various industrial relations laws, including but not limited to:</p> <ol style="list-style-type: none"> <li>1. Delegates rights provisions;</li> <li>2. Right to disconnect;</li> <li>3. Family and domestic violence leave;</li> <li>4. Update to right to request flexible work arrangements including arbitration powers of the Fair Work Commission;</li> <li>5. Temporary employment and fixed-term contracts provisions;</li> <li>6. Superannuation updates to reflect stapling rules;</li> <li>7. Removal of set-off clauses per recent decisions; and</li> </ol> <p>Any other necessary changes.</p> |

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