

NewsExtra

27 October 2026

ACT Christian Schools – Vote Yes

The IEU has reached agreement with Christian Schools Australia (CSA) ACT schools on the terms of the new multi-enterprise agreements (MEAs), for teachers and general staff at Trinity Christian School and Emmaus Christian School.

The proposed MEAs will deliver improved pay and conditions for teachers and general staff. The union recommends that members vote YES.

The union has worked to ensure these agreed outcomes, together with arrangements already implemented, are properly reflected in the drafting of the multi-enterprise agreements.

Improved salary offer

Following sustained pressure from the IEU and members, the schools improved their previous salary offer for teachers and general staff to bring more of the increases forward. This means members receive the benefit of the higher increases earlier, with the increases compounding over the remaining years of the agreements.

The schools advised that this is the maximum salary package they are prepared to offer.

Teachers pay rises

- February 2026: **1.5%**
- February 2027: **3.6%**
- February 2028: **3.5%**
- February 2029: **3.4%**

General staff pay rises

- July 2026: **3.75% (4% for ELC)**
- February 2027: **3.6%**
- February 2028: **3.5%**
- February 2029: **3.4%**

Wins for all staff

- **Four-year enterprise agreements:** Providing certainty around salaries and conditions through to 2029.
- **Superannuation on paid parental leave:** Employer superannuation contributions will continue while employees are receiving paid parental leave.
- **Earlier access to long service leave:** Employees will be able to access long service leave after five years, rather than seven, where the employee and employer mutually agree.
- **Broader access to additional leave:** The existing entitlement will be expanded to include significant cultural, ceremonial and celebratory events.
- **Emergency leave for declared natural disasters:** A specific leave entitlement will apply where a declared natural disaster affects an employee's ability to attend work.
- **Updated personal leave provisions:** Notification requirements will be clarified and updated to better reflect current workplace practices.
- **Recent Fair Work legislative changes:** The agreements will be updated to reflect new minimum employment rights, including the right to disconnect and delegates' rights.

Wins for teachers

- **New classification structure:** The agreed classification model is incorporated into the enterprise agreement, ensuring the new pay and progression structure is clearly reflected in the agreement.
- **Support for early career teachers and mentors:** Schools will be required to provide appropriate support for beginning teachers and their mentors.
- **Merit-based appointments:** Processes for filling promotional positions will be strengthened and clarified.
- **Workload transparency:** Schools will be required to regularly discuss workload with teachers and identify practical ways to address workload concerns.
- **Notice of resignation deductions:** Any deduction for insufficient notice will be limited to a maximum of two weeks' pay, consistent with the Modern Award.

Wins for general staff

- **Additional personal leave:** General staff will receive an extra 10 days of paid personal leave annually, increasing their total entitlement from 15 to 25 days. The additional leave entitlement will increase from 5 to 15 days, with the maximum accumulation of this leave increasing from 25 to 75 days.
- **Coverage extended to psychologists:** Psychologists will now be covered by the general staff enterprise agreement.

Voting process

CSA has set the following timetable for employees to consider and vote on the new agreements.

Voting period: Tuesday 3 November to Friday 6 November 2026.

Your school will provide the proposed agreements and details of how to vote. The IEU recommends voting YES.

If you have any questions, please contact your organiser Tahlia Bruce by email tahlia@ieu.asn.au.

Stand STRONG with the IEU

1. **Stay informed:** Stay up to date with IEU communications as the agreements move through the final stages.
2. **Attend a chapter meeting:** Invite your organiser to your chapter meeting to discuss the proposed enterprise agreements.
3. **Be part of the collective:** We are stronger together, and the improvements secured through bargaining reflect the collective strength and involvement of IEU members. Encourage your colleagues to [join the IEU](#).

