

MODEL B and MODEL C schools

NewsExtra

28 October 2026

Bargaining update

Bargaining is continuing for replacement multi-enterprise agreements (MEAs) covering teachers and support staff in Model B and Model C Catholic independent schools. We have attended six meetings with the most recent on Tuesday 20 October.

Bargaining – IEU claims

At the October 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 our claims for teacher members (see [teachers claim](#)).

- **Pay offer:** CER has indicated the offer will be lower than our claim of 4.5% per annum and may reflect the Model A schools outcome of 3.75%, 3.5% and 3.25%.
- **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:** The IEU has pressed for a workload transparency statement (requiring teachers to be informed of basic workload measures applying at their school, such as face-to-face teaching and release) in line with the clause agreed in Model A schools bargaining. Employers are likely to agree with this.

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. Schools have not agreed to these claims and we encourage members to raise these issues directly with their principal.

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. The proposed 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.

Chapter meeting

Ask your rep to hold a chapter meeting in the next two weeks. At your chapter meeting:

- **Discuss workload:** Identify workload concerns at your school, for example extras, excessive or unclear teaching loads, unpaid co-curricular commitments.
- **Consider the motion** and vote on it.

Ask your chapter representative (or committee) and your IEU organiser to seek a meeting with your principal to communicate members' views and request they convey those views to CER.

Your union is strongest when members act together. Not a member? [Join your union now.](#)

Motion

The IEU Chapter of _____ (name of school)

1. Affirms members' support for improved pay and conditions, including the IEU claims for pay increases above inflation, additional increases in support staff pay, teacher workload protections and improvements to parental leave.
2. Calls on the employers to provide a clear response to the IEU claims without further delay.

Number FOR

Number AGAINST

Date of meeting: _____

Comments: _____

Reps, please send the results of your chapter vote back to us by

Tuesday 17 November 2026.

Scan the QR code below and fill in your results, including any comments.



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