Independent Education Union of Australia NSW/ACT Branch

NewsExtra

27 November 2026

Christian Schools NSW Bargaining update

Bargaining for new enterprise agreements covering teachers and support staff at your school has reached an important stage.

Prolegis, the law firm representing your employer, has sought the IEU's consent to put the proposed multi-enterprise agreements to a vote of employees. Before the union decides whether to give consent, we want to hear from members.

Please consider the information in this NewsExtra and provide your feedback to the union via the form below by **Wednesday 2 December**. This is an important opportunity to have your say on the pay and conditions that will apply for the life of the proposed agreements.

VOTE ON THE SURVEY

A number of improvements have been secured through bargaining. However, some claims have not been agreed.

For all employees

The proposed agreement includes:

- an increase to the parental leave 'top-up' payment to 24 weeks
- the inclusion of five days of emergency disaster leave.

Teachers

For teachers, the proposed agreement includes:

- a new 7-step pay scale replacing the existing 13-step structure which aligns with arrangements in other agreements and provides for faster progression
- translocation to the new scale as of February 2027 with increases of 3.59% to 11.76% depending on a teacher's current step – teachers at the top of the scale would receive an increase of 5.0%
- pay increases of 4% in February 2028, 3.5% in 2029, and 3.5% in 2030
- increases to allowances for positions of responsibility and other allowances of 4.5% in 2027, 4.0% in 2028, 3.5% in 2029, and 3.5% in 2030
- the introduction of a workload transparency clause requiring schools to inform teachers of face-to-face teaching loads, leadership release, and co-curricular expectations
- payment for part-time teachers required to attend additional duties on days they do not normally work.

Support and operational staff

For support and operational staff (SAO), the proposed agreement includes:

- pay increases of 4.5% in February 2027, 4.0% in 2028, 3.5% in 2029 and 3.5% in 2030
- an allowance for PAOS staff attending camps of $85 per weekday and $120 per night on weekends.

What has not been agreed

- the union wanted a three-year agreement rather than four years
- an employer proposal to reduce the redundancy payable by two weeks for employees with over 10 years' service
- an increase in personal leave for SAO staff from 10 days to 15 days
- additional steps for teacher aides to match wages paid to employees performing comparable work in other sectors
- improved parental leave entitlements for the non-initial primary carer (usually the father)
- superannuation to be paid on parental leave
- one day of special leave to attend commitments scheduled outside of the employee's control (eg weddings or graduations).

The union achieves the best outcomes where we have strong membership and high levels of engagement. Employers are represented in bargaining and employees should be too. Please encourage your colleagues to join the IEU.

Join now

We are stronger together.

Independent Education Union of Australia NSW/ACT Branch

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