

# NewsExtra

8 October 2024

## Claim for a new Broken Bay EA

The current enterprise agreement (EA) applying to teachers and support staff in Catholic Schools Broken Bay (CSBB) expires on 31 December 2024.

At its meeting on 17 August 2024, IEU Council endorsed a claim which, in relation to CSBB:

- ensures teachers and support staff continue to be paid no less than 1.5% above their colleagues in government schools
- ensures pay rises do not fall behind the rate of inflation
- increases release from face-to-face teaching time for both primary and secondary teachers by two hours per week
- improves release time for those in coordinator and leadership roles
- updates paid parental leave provisions to reflect best practice in the education sector
- improves leave entitlements for support staff, and
- addresses key workload issues affecting members, including:
  - out-of-hours work (both scheduled events and professional duties related to classroom teaching)
  - diverse student needs
  - data collection and compliance
  - meetings and professional development, and
  - class sizes.

### Pay rises

Our members continue to face significant cost-of-living pressures, with interest rates remaining high and an annual CPI increase to June 2024 of 3.8%.

Pay rises for both teachers and support staff in NSW government schools are not yet settled.

In relation to teachers, the NSW Teachers Federation remains in negotiations with the NSW Government. Support staff in government schools are represented by the NSW Public Service Association (PSA). The PSA is calling for pay rises for NSW public sector workers to be determined by the NSW Industrial Relations Commission (NSWIRC). This comes after the PSA rejected a government offer of a 3.5% pay increase from July.

### Face-to-face teaching and release

Our members are seeking reduced face-to-face teaching time (secondary) and additional release time (primary). Increased release and reduced meeting times for those in leadership positions is also crucial. These improvements are an important part of claims in the EA to support our teachers address increased workloads.

## **Paid parental leave**

All NSW public sector workers (including teachers and support staff in government schools) have been entitled to improved paid parental leave since October 2022. Under the new arrangements:

- both parents are eligible to take 14 weeks paid parental leave in the first two years after the birth or adoption of a child, not just in the first 12 months, provided the parent has responsibility for the care of the child
- a bonus two weeks' leave is available if both parents have exhausted their employer-provided paid parental leave, and
- the qualifying period to access the leave is 40 weeks of service, not 52 weeks.

## **Workload and work pressure**

Crippling workloads continue to exacerbate staff shortages across the profession because of difficulties in both recruiting new graduates and retaining experienced teachers. CSBB have recognised this in their own Teacher Workload Working Party.

Members advise the union that out-of-hours work requirements are a key stress, including programming and marking, compliance and data collection. There is also a big variation between schools in the number and timing of parent-teacher events and other school community events that staff are expected to attend. Catering to diverse student needs also remains an ongoing issue impacting our members.

We know you are busy, but we ask for your help to identify your most pressing workload concerns.

Please complete a brief survey [on your workload issues](#).

## **Engage with your union**

The historic gains achieved by determined union members in Catholic systemic and government schools in 2022 and 2023 are flowing through to other school sectors.

Moving forward, we must all continue to fight for improvements in pay and conditions for our members in CSBB. It's time to make a real difference to your working life by addressing critical workload concerns.

Encourage your colleagues to [join our union](#) as we continue the fight to improve your salaries and conditions.

