

# NewsExtra

2 December 2024

## IEU & CSBB reach agreement on new EA

After four months of negotiations, the IEU is recommending a **YES** vote for your new Enterprise Agreement (EA) and Operational Framework (OF), subject to final drafting. We acknowledge all our reps and members who have participated in this process, including in the IEU's survey and union meetings.

The Catholic Schools Broken Bay (CSBB) Enterprise Agreement and Operational Framework will have a term of four years until December 2028. The proposed OF is intended to cover all teachers and consolidates the existing primary and secondary Work Practices Agreements, continuing to be fully enforceable. Under the EA and OF, all school staff will be paid substantially more than those in comparable sectors, while maintaining working conditions and professional support.

### Pay that sets a new standard for Teachers and General Employees

This EA secures a 13% pay increase over four years, making Broken Bay teachers and support staff the highest-paid in the nation among Catholic systemic and government schools. The increases are:

- 3.5%, backpaid from 1 October 2024
- 3.5% on 1 October 2025
- 3% on 1 October 2026
- 3% on 1 October 2027.

By 1 October 2025, teachers' pay will be 2.5% above the NSW Department of Education and other NSW Catholic systemic rates, and support staff pay will be markedly above corresponding rates in government schools. Additionally, the continuation of the pay protection clause will ensure your salaries remain at least 1.5% higher than the Department's rates for the duration of the EA. Highly Accomplished and Lead Teachers will continue to receive higher rates of pay on top of Coordinator allowances.

[Click here, to see the pay comparison.](#)

### Working conditions

Conditions won in negotiations for your EA and OF include the following:

#### Enhanced classroom support (Teachers)

- continued collaborative coaching for 2025 and 2026
- additional in-class support for Kindergarten classes
- in-class professional support for middle leaders in Years K-6
- at least four hours per year of teacher-directed time to support teachers within the 10 hours of meeting time per term
- staff development days increased from six to nine days per year for 2025–2026.

#### Better work-life balance (Teachers and General Employees)

- right to disconnect outside working hours, beyond current legislative requirements
- expanded paid partner leave, within 24 months after a birth or adoption
- superannuation contributions to continue during paid parental leave.

### **Additional allowances (Teachers)**

- \$100 per night for teachers attending overnight camps.

### **Job security (Teachers and General Employees)**

- permanency for secondary middle leaders and Coordinators from 2026, as well as for Learning Support Assistants and School Services Officers as soon as practicable
- primary and secondary part-time teachers to be engaged for a minimum of 3 hours per day.

### **A stronger voice for the union**

This EA strengthens the union's role, allowing for greater collaboration with CSBB to hold them accountable on key issues, including:

- workload concerns
- student behaviour management and learner diversity
- workplace safety.

Additionally, delegates' rights are recognised in the EA, and more detailed information regarding underpayments or overpayments will now be mandatory.

### **We will continue to advocate with you**

While this EA and OF is a significant step forward, with your support, your union remains committed to addressing ongoing challenges, such as:

- the long-term continuation of release time
- recognising the value and contribution of Teacher Librarians in schools
- reducing class sizes in line with those in government schools
- addressing support for teachers of students with diverse needs
- including anti-discrimination clauses and ceremonial leave for Aboriginal and Torres Strait Islander staff.

While we believe that the proposed EA will allow us to advocate alongside you more effectively to ensure that these targets are reached, it is only through strong membership that we will see these claims become a reality in your schools. Please encourage your colleagues to [join your union](#) as we continue to campaign for positive changes needed for our members and for our schools.

If you have any questions about the EA during the access period, please contact your rep and organiser to arrange a chapter meeting at your school.

**We encourage you to review the EA when it becomes accessible and to vote **YES** during the voting period between 10 and 12 December 2024.**

