



12 March 2025

SDN enterprise agreement Update

Dear SDN Members,

The IEU has signed SDN's Early Childhood Worker Retention Grant (ECWRG) Deed and SDN intends to apply for the grant to allow teachers and educators to receive the Commonwealth funded pay increases of 10% backdated to 2 December 2024 and a further 5% increase from 1 December 2025. Negotiations are continuing in the Fair Work Commission for the IEU's supported bargaining application for funded pay increases to cover preschool teachers and educators in NSW.

The IEU has developed a Log of Claims, which will be presented at the meeting on 19 March. Members who attended Zoom meetings provided feedback about what teachers would like included in the new EA:

- Salary increases of 4% per year with classifications aligned to the Educational Services (Teachers) Award
- Non-contact time per week - 4 hours for Teachers, 1 hour per week for Teacher Room Leaders and 1 day per week for Educational Leaders
- Director's allowance and Acting Director's Allowance \$2,000 above award rate
- Educational Leader Allowance \$1,000 above award rate
- 15 days personal / carer's leave per year
- Increase long service leave of 10 weeks after 10 years of service
- Paid parental leave of 14 weeks after 12 months of service
- Ability to accumulate 5 RDO
- Practicum Supervision Allowance to be paid to the Supervising Teacher

Next steps

Negotiations for a new SDN enterprise agreement (EA) will commence on 19 March. ECEC Organiser Lisa James and IEU Delegate Katharina Japri from SDN Surry Hills will attend bargaining meetings. Please email ECEC Organiser lisa@ieu.asn.au if you would like to provide feedback or have any questions.

Your union membership

We are proud to be a professional education union, dedicated to the early education and non-government school sectors, rather than covering employees across a wide range of industries. Our ECEC Organisers are qualified and experienced early childhood teachers who are best placed to support teachers with any workplace issues. Strong union membership is essential to help us to achieve the best outcome possible for SDN Teachers.

Please encourage your colleagues to [Join the IEU!](#)