

27 February 2020

Dear Colleagues,

We wish to provide you with a further update on negotiations for a new enterprise agreement covering teachers and support staff in our schools.

As we advised last year, we have identified a number of new benefits that we wish to provide to staff, as follows:

- part-time and full-time employees to be entitled to paid family and domestic violence leave;
- expedited transition of teachers still classified under the incremental model over to the standards model; and
- casual employees to receive an equivalent rate of long service leave accrual compared to full-time and part-time employees.

Following further constructive meetings in 2020 between the Catholic Commission for Employment Relations (the bargaining representative for all 11 Dioceses in NSW and the ACT) and the IEU, we've also agreed to:

- recognise teaching service as an accredited teacher in early education centres that occurs from 2020 onwards for classification purposes;
- recognise 12 months' unpaid parental leave as service for the purpose of pay progression for teachers;
- five days' paid emergency disaster leave per annum; and
- reaffirm that no general employees should be required to work additional hours without compensation.

We continue to work with the IEU to reach a financially sustainable agreement which provides the greatest level of support for staff in our schools. At the same time, we are focused on ensuring schools have the operational flexibility they need to innovate and strive for improvements in learning and wellbeing outcomes for students.

Further meetings are scheduled throughout Term 1 and we will provide you with further updates as negotiations progress.

Yours sincerely,



Dr Sally Towns  
*Director of Catholic Schools*