NSW Catholic Independent Schools (Teachers – Model B) Multi-Enterprise Agreement 2022

PART A – APPLICATION AND OPERATION

1. Title of the Agreement

This Agreement will be known as the "*NSW Catholic Independent Schools (Teachers – Model B) Multi-Enterprise Agreement 2023*".

2. Coverage of the Agreement

2.1 Subject to subclause 2.2, this Agreement covers and applies to

(a) the Employers listed in Annexure 3 –

3.

4. Definitions

In this Agreement:

"Act" means the *Fair Work Act 2009* (Cth), as amended or replaced from time to time.

"this Agreement" means the *"NSW Catholic Independent Schools (Teachers Model B) Multi-Enterprise Agreement 2023"*

"Assistant Principal" means a Teacher appointed as such, who assists the Principal in his/her responsibility for the conduct and organisation of the school.

"Casual Teacher"

"**Primary Department**" means that section or division of a school which provides a primary education (including infants) and includes a school which provides a primary education only.

"**Proficient Teacher**" meansaccreditation at the Proficient Teacher level under the *Teacher Accreditation Act 2004* (NSW).

"**Promotion Position/s**" means the position of Assistant Principal, Coordinator 1, 2 or 3.

"**Recognised Higher Education Institution**" means an Australian university recognised by the relevant Australian tertiary education authority from time to time or a former College of Advanced Education recognised by the Tertiary Education Commission.

"**Recognised School**" means a school registered under the provisions of the *Education Act 1990* (NSW)or any registered special school within the meaning of that Act or school for children with disabilities.

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(e) where an ongoing position has not been able to be filled using normal selection criteria and the Teacher has been informed of this in writing prior to the appointment

Applicants must be advised in writing prior to accepting a position that it is temporary, the expected length of the appointment and the reason why it is temporary, and such reason being one of the reasons specified above.

In the case of paragraph (a), the appointment may be for the whole of the period of leave or secondment of the Teacher.

In the case of paragraphs (b) and (c), the appointment may be for a period of up to two full school years. The Employer, the Union and the Teacher may agree to extend the temporary period of appointment beyond two years. The Union shall not withhold its consent unreasonably.

In the case of paragraph (d), the appointment may be for not longer than the end of the school year in which the appointment occurs.

In the case of paragraph (e), the appointment may be for a period of up to one full school year.

The provisions of Chapter 2, Division 5 -

PART B – TERMS OF ENGAGEMENT

5. Terms of Engagement

5.1 Letter of Appointment

(a) The Employer will provide a Teacher (other than a Casual Teacher), on

It is acknowledged that Employers specify and may continue to specify other expectations and requirements in respect of the have in contracts of employment, policies, or guidelines.

5.5 Normal Duties

The normal duties of Teachers will include playground duties, sports duties, and usual co-curricular and extra-curricular activities and, in relation to Teachers appointed to residential positions, the usual residential and other duties as required.

5.6 Meal Break

A Teacher will be entitled to a minimum of 30 consecutive minutes as a meal break during which period a Teacher will not be required to hold meetings, supervise, teach or coach sport, team games, cultural or academic activities.

5.7 Ordinary Weekly Hours of Work

(a) This sub-clause supplements the NES that deals with maximum weekly hours.

(b) The ordinary hours of a Teacher under this Agreement may be averaged over a 12 month period.

5.8 Support for Graduate Teachers

(a) It is the responsibility of the individual Graduate Teacher to achieve accreditation at the level of Proficient Teacher within the required timeframes. The Employer will support the Graduate Teacher to obtain accreditation at the Proficient Teacher level, which will include participation in an orientation and/ or induction program, providing regular feedback, and may include providing a mentor teacher and other measures that the Employer may deem appropriate.

(b) A Graduate Teacher is required to engage in ongoing discussions with their Employer regarding their progress in meeting the Proficient Teacher standard. In the event that either a Graduate Teacher or their mentor(s) have concerns in regard to the support being provided, they should discuss the matter with the relevant supervisor or Coordinator. If concerns remain, the matter should be referred to the Principal. In the event that the matter remains unresolved, the matter may be dealt with in accordance with Clause 18 - Dispute Procedures.

(c) Where an Employer considers that a Graduate Teacher may not complete their accreditation at Proficient Teacher standard within the legislated timeframes, the Employer will advise the Teacher of this and the reasons why at the commencement of the final term of the teacher's second year of teaching. The representative of the Employer will meet with the Teacher to develop a plan to support the Teacher to reach Proficient Teacher level.

5.9 Statement of Service

6. Termination of Employment

6.1 Period of Notice

Subject to subclause 6.2, the employment of any Teacher (other than a Casual Teacher) will not be terminated by the Employer or the Teacher without at least four school term weeks' notice, or the payment of four weeks' salary in lieu of notice. Four school term weeks' notice must expire in the term it is given either:

(a) at the end of the said school term; or

(b) at least two weeks before the end of the said school term.

NB: Under the provisions of subclause 6.1, payment in lieu of notice must be paid before termination. Under long service leave legislation any untaken long service leave shall be paid without delay on termination.

(b) If a Teacher fails to give the notice specified in subclause 6.1 Period of Notice, an amount equal to payment for the period of notice not given by the Teacher shall be a debt owed by the Teacher to the Employer. An Employer may withhold from any amount payable under this Agreement, an amount for the period of notice not given by the Teacher or two weeks (whichever is the lesser) only when the Teacher provides authorisation for such a deduction in accordance with s324 of the Act.

6.5 Payment on Termination

(a) A Full-time, Part-Time or Temporary Teacher will be entitled on termination of employment to a payment calculated in accordance with this subclause which will apply:

(i) in lieu of the corresponding provisions of the Act; and

(ii) notwithstanding any other provisions in this Agreement.

Calculation of Payments

(b) A payment made pursuant to this subclause to a Teacher whose teaching hours have remained constant during the school year in which the termination is effective will be calculated in accordance with the following formula:

1. $\frac{\times}{\quad} =$
2. $\quad - \quad =$
3. $\frac{\times}{2} =$

(c) A payment made pursuant to this subclause to a Teacher whose teaching hours have varied during the course of the school year in which the termination is effective will be calculated in accordance with the following formula:

1. $\quad - \quad =$
2. $\quad \frac{\times}{\quad} \quad =$
3. $\quad - \quad =$

where:

A is the total salary paid to the Teacher since the School Service Date.

B is the salary paid to the Teacher in respect of non-term weeks since the School Service Date.

C is the salary paid to the Teacher in respect of term weeks since the School Service Date.

D is the total number of non-term weeks in the school year.

E is the total number of term weeks in the school year.

F is the result in dollars.

G is the amount due.

PART C - CLASSIFICATIONS, RATES OF PAY AND ALLOWANCES

7. Classifications

7.1 Classifications

(a) A Full-time, Part-Time or Casual Teacher will be classified in accordance with this Clause 7 Classifications, based on their level of accreditation and teaching service.

(b) Graduate

(i) A provisionally (or conditionally accredited Teacher and a Proficient

(iii) A Pre-2004 Teacher who was accredited by NESA as Proficient from 1 January

(ii) A Teacher will progress from Graduate to Proficient Level 1 when they have completed a minimum of two years' full-time

service or the Teacher's accreditation status, such view shall be advised to the Teacher in writing as soon as reasonably practicable.

(d) Subject to subparagraph 7.6(e), an application for recognition of previous service shall be granted, if successful, from the date the application was received by the Employer. However, in the case where the application was received within one school term of the date the Teacher commenced employment with the Employer, the application shall be granted from the date of commencement.

(e) Notwithstanding subparagraph 7.6(d), a Teacher may only apply for recognition of service pursuant to subclause 7.4 Credit for Overseas Service or subclause 7.5 Early Learning Teaching Service by submitting an application no later than 12 months following the date they commenced employment with the Employer.

7.7 Proficient Pending

(a) 'Proficient Pending' Teacher means a Teacher who has a minimum of at least two years full-time equivalent teaching service in Australia, or at least three years full time equivalent teaching service in the case of overseas service; and has Provisional Teacher accreditation but does not have NESA Proficient Teacher accreditation for

(i) The minimum rates of pay for a Casual Teacher have been calculated by taking the appropriate annual rate in Table 1B in Pay Schedule 1 of Part G - Monetary Rates, dividing the annual rate by 204 in the case of a daily payment and by 408 in the case of a half daily payment, and in each case adding a 5% loading, rounded to two decimal places. The appropriate rates are Graduate/Graduate 1 and Proficient 1.

(ii) The Teacher will be placed on Graduate or Proficient in accordance with their classification pursuant to Clause 7 - Classifications.

(iii) The casual rates include a loading which is in compensation for annual leave, leave loading, personal/ carers leave and redundancy payments. These rates include the pro rata payment in respect of annual leave pursuant to the National Employment Standards

8.4 Travelling Expenses

(a) Where the use of a vehicle is required in connection with employment, other than for journeys between home and place of employment, the Teacher will be paid an allowance in accordance with Pay Schedule 2 of Part G - Monetary Rates. This allowance will be increased in line with CPI Increases (All Groups, Weighted average of eight capital cities).

(b) Travelling and other out of pocket expenses reasonably incurred by a Teacher in the course of duties required by the Employer, will be reimbursed by the Employer.

8.5 Payment for Supervision of Student Teachers

Where supervision of the teaching of a student teacher is required as a part of a Teacher's duty, the Teacher will receive all payments made by the student teacher's training institution for such supervision.

8.6 Overpayment or Underpayment

Where an Employer becomes aware that payments have been made over or under entitlements provided for under the Agreement, the Teacher will be notified and the parties will attempt to reach agreement on the money due or to be recovered. If the parties are unable to reach agreement, either party may have recourse as provided for in Clause 18 - Dispute Procedures.

8.7 Annual Remuneration

(a) Notwithstanding subclause 8.2 Payment of Salary, an Employer may offer and a Teacher may elect to receive his or her annual remuneration as a combination of salary (payable fortnightly) and benefits payable (a)3.1 (y)-7 (9 7( )-3 ( )3.1 (y6a)-7.837 0 Td

9. Promotion Positions

9.1 Allowances for Promotions Positions

The minimum annual allowance payable to Teachers appointed to promotion positions will be as set out in Table 10 in Pay Schedule 1 of Part G - Monetary Rates for that school and shall be payable fortnightly. The allowance is addition to the salary payable to the Teacher under subclause 8.1 Salaries Payable. Fortnightly rates will be calculated by multiplying the annual rate by 14 and dividing by 365 with the answer rounded to two decimal points.

9.2 Acting Appointments

If an Employer appoints a Teacher to act in a promotion position for ten or more consecutive school days, the Employer must pay the Teacher the rate prescribed for that position.

9.3 Appointment on Merit

All appointments will be made on the basis of merit and suitability and in accordance with documented Employer selection and appointment procedures and will normally and appropriately be advertised. Upon appointment, a Teacher will be informed of professional expectations and duties.

9.4 Minimum Number of Promotions

(a) The minimum number of promotion positions required to be appointed will be as set out in subclause 9.5 - Promotion Positions in Primary and Secondary Departments, provided that where there is a programme of work in an area of instruction (including curriculum sporting instruction) in a Secondary Department the hours of which aggregate more than 54 hours per week averaged over the school year a Coordinator 2 will be appn1.8 (e)-5 (58 (0 T0.5 (r)10 (s)-4.9284.9 3u(d)4..(o)0.5

the Primary Department of the school is at a different location from the Secondary

9.6 Period of Appointment

The period of appointment will be as agreed between the Employer and Teacher on appointment.

H is the amount due

(b) A payment made pursuant to paragraph 11.2 (d) to a Teacher whose normal teaching hours have varied shall be calculated in accordance with the following formula:

Steps	Formula
1	− =
2	× =
3	− =

11.4 Teachers who Commence Employment after the School Service Date

(a) A Teacher who commences employment after the School Service Date shall be paid from the date the Teacher commences provided that, at the end of Term 4, the Teacher shall be paid an amount calculated pursuant to subclause 11.3 of this clause and shall receive no other salary until

(ii) by deducting from that amount the amount earlier paid to the Teacher.

11.6 Teachers Whose Hours Have Varied

Where the hours that a Teacher normally teaches at a school have varied since the School Service Date in any school year and the Teacher's employment is to continue into the next school year, the Teacher shall be paid throughout the summer pupil vacation as follows:

(a) the amount due pursuant to the formula in paragraph 11.3 (b) shall be calculated; and

(b)

(B) request the Teacher to obtain a second opinion from another doctor at the Employer's cost; and/or

(C) request a more detailed estimation of the likely length of the absence; and/or

(D) require the Teacher to obtain a medical report (at the Employer's cost) in relation to the likely period of absence; and/or

(E) discuss with the Teacher any other action.

(iii) The Teacher may, if a member of the Union, request that this matter be discussed at any stage between the Union and the Employer.

(iv) Action shall only be taken pursuant to paragraph 13.5(b) when authorised by the Principal of the school.

(c) Where a Teacher is absent from employment to provide care or support for a member of the Teacher's immediate family, or a member of the Teacher's household, the Teacher shall, if required,

(i) establish either by production of a certificate from a medical practitioner or other evidence from a registered health practitioner, or a statutory declaration, the illness or injury of the person concerned, and that the illness is such to require care by another person; or

(ii)

(i)

parental leave to be taken, whether the Teacher intends to return to work and whether the Teacher intends to request to return to work on a part-time basis.

(c) The Teacher shall also notify the Employer of change of address or other contact details which might affect the Employer's capacity to comply with paragraph 14.7(a).

15. Long Service Leave

15.1 Applicability of *Long Service Leave Act 1955* (NSW)

Except in so far as expressly varied by the provisions of this clause, the provisions of the *Long Service Leave Act 1955 (NSW),* will apply to Teachers employed under this Agreement.

15.2 Accrual of Leave from 30 January 2006

The amount of long service leave which a Teacher will accrue in respect of service performed on and from 30 January 2006 will be:

(a) In the case of a Teacher who has completed:

(i) less than 10 years service, in respect of full time service a Teacher will accrue 6.5 days per year of service; and

(ii)

1.9 weeks per year, after 10 years of service.

of service, a total of 90 days long service leave. If the Teacher works 2.5 days per week (0.5 FTE) at the time they commence leave, the Teacher would be entitled to take their 90 days of long service leave over 36 weeks.

(b) Where a Teacher has become entitled to long service leave in respect of the Teacher's service with an Employer, the Employer will give to the Teacher and the Teacher will take the leave as soon as practicable, having regard to the needs of the Employer, provided always that unless the Employer otherwise agrees, the Teacher will give not less than two school terms notice of the Teacher's wish to take leave, and furth

service leave taken, the Teacher may be paid an amount in lieu of any additional long service leave accumulated by the Teacher. The portion of long service leave that may be cashed out must not include the minimum leave entitlement under the *Long Service Leave Act 1955 (NSW).*

(b) Any payment arising from the conditions applicable in this subclause will be paid by the Employer upon the commencement of the Teacher's long service leave.

15.9 Long Service Leave and Leave without Pay

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Where a Teacher takes long service leave for an entire school term and the Teacher wishes to take the following school term as leave without pay, the Employer wy-8 09247 TD [(l)-4. (r)3.2

Employer a copy of the summons to attend jury duty and a record of payments received as proof of attendance.

16.8 Community Service Leave

(a) The Employer will provide a Teacher with community service leave in accordance with the Act.

(b) Where the involvement of a Teacher (other than a Casual Teacher) in a community service activity has been approved by the Employer after consideration of the needs of the school, a Teacher will be entitled to paid leave of not more than five days in any school year (unless agreed with the Employer) for emergency leave for service to the community. Examples of purposes for which such leave may be granted inclye.4 (c)-0.6 (6T)(n)2. (s9(t)1k)-httenth the aernmencv She1veicoraol-1 (u)48 (en)7

PART ECONSULTATION AND REDUNDANCY AND DISPUTE PROCEDURES AND OTHER MATTERS

17. Consultation and Redundancy

17.1 Application of this clause

Except as varied by this clause, all other entitlements relating to redundancy under the Act shall apply.

17.2 Consultation regarding major workplace change:

(a) Duty to Notify and Discuss

(i) Where the Employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on Teachers, the Employer shall notify the Teachers who may be affected by the proposed changes and the union to which they belong.

(ii) The Employer shall discuss with the Teachers affected and their representative, which may be the union to which they belong the introduction of such changes and the likely effect on the Teachers and the measures taken to avert or mitigate the adverse effects of such changes.

(iii) 'Significant effects' include termination of employment, major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion i(m)15/TT2 1 Tf 0 Tc 0 Tw 1.337 0 Td 4

(iii) For the purposes of the discussion the Employer shall, as soon as practicable, provide, in writing, to the Teachers concerned and their representative, which may be the union to which they belong, all relevant information about the proposed terminations including the reasons for the proposed terminations, the number and categories of Teachers likely to be affected, and the number of Teachers normally employed and the period over which the terminations are likely to be carried out. Provided that the Employer shall not be required to disclose confidential information the disclosure of which would adversely affect the Employer.

(c) Notice for Change in Production, Program, Organisation or Structure

This paragraph sets out the notice provisions to be applied to terminations by the Employer for reasons arising from 'production', 'program', 'organisation' or 'structure' in accordance with paragraph 17.2(a)(i). In order to terminate the employment of a Teacher the Employer shall give to the Teacher notice as set out in Clause 6 - Termination of this Agreement.

(d) Notice for Technological Change

This paragraph sets out the notice provisions to be applied to terminations by the Employer for reasons arising from 'technology' in accordance with subclause 17.2.

(i) In order to terminate the employment of a Teacher the Employer shall give to the Teacher 3 months notice of termination.

(ii) Payment in lieu of the notice above shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.

(iii) The period of notice required by this subclause to be given shall be deemed to be service with the Employer for the purposes of the Long Service Leave Act 1955 (NSW), the Act, or any act amending or replacing either of these Acts.

(e) Time Off During the Notice Period

(i) During the period of notice of termination given by the Employer a Teacher shall be allowed up to one day's time off without loss of pay during each week of notice, to a maximum of five weeks, for the purposes of seeking other employment.

(ii) If the Teacher has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the Teacher shall, at the request of the Employer, be required to produce proof of attendance at an interview or the Teacher shall not receive payment for the time absent.

(f) Teacher Leaving During the Notice Period

A Teacher given written notice of termination in circumstances of redundancy may terminate their employment during the notice period.

The Teacher is entitled to receive the benefits and payments they would have received under subclause 17.2(k) had they remained in employment until the expiry of the notice. However, the Teacher is not entitled to be paid for any part of the period of notice remaining after the Teacher ceased to be employed.

(g) Statement of Employment

The Employer shall, upon receipt of a request from a Teacher whose employment has been terminated, provide to the Teacher a written statement specifying the period of the Teacher's employment and the classification of or the type of work performed by the Teacher.

(h) Notice to Centrelink

Where a decision has been made to terminate the employment of a Teacher, the Employer shall notify Centrelink as soon as possible giving relevant information including the number of Teachers likely to be affected and the period over which the terminations are intended to be carried out.

(i) Centrelink Employment Separation Certificate

The Employer shall, upon receipt of a request from a Teacher whose employment has been terminated, provide to the Teacher an 'Employment Separation Certificate' in the form required by Centrelink.

(j) Transfer to Lower Paid Duties

Where a Teacher is transferred to lower paid duties for reasons set out in paragraph 17.2(a), and the Teacher agrees to the transfer, the Teacher shall be entitled to the same period of notice of transfer as the Teacher would have been entitled to if the Teacher's emploe 1 Tce(s)-0.9.Tw T* dsheen terat in a6.8 (ec)-1.5 (h)10.4 221EploerE tn

Years of Service	Entitlement
Less than 1 year	Nil
1 year and less than 2 years	4 weeks
2 years and less than 3 years	7 weeks
3 years and less than 4 years	10 weeks
4 years and less than 5 years	12 weeks
5 years and less than 6 years	14 weeks
6 years and over	16 weeks

(ii) Where the Teacher is 45 years old or over, the entitlement shall be in accordance with the following scale:

Years of Service	Entitlement
Less than 1 year	Nil
1 year and less than 2 years	5 weeks
2 years and less than 3 years	8.75 weeks
3 years and less than 4 years	12.5 weeks
4 years and less than 5 years	15 weeks
5 years and less than 6 years	17.5 weeks
6 years and over	20 weeks

(iii) A week's pay means the all purpose rate of pay for the Teacher concerned at the date of termination, and shall include, in addition to the ordinary rate of pay, over Agreement payments, shift penalties and allowances provided for in this Agreement.

(l) Incapacity to Pay

(i) Subject to an application by the Employer and further order of the Fair Work Commission, the Employer may pay a lesser amount (or no amount) of severance pay than that contained in paragraph 17.2 (k) Severance Pay.

(ii) The Fair Work Commission shall have regard to such financial and other resources of the Employer concerned as Fair Work Commission thinks relevant, and the probable effect paying the amount of severance pay in paragraph 17.2 (k) Severance Pay above will have on the Employer.

(m) Alternative Employment

Subject to an application by the Employer and further order of Fair Work Commission, the Employer may pay a lesser amount (or no amount) of severance pay than that contained in paragraph 17.2 (k) Severance Pay if the Employer obtains acceptable alternative employment for a Teacher.

17.3 Consultation about change to regular roster or ordinary hours of work

(a) Where the Employer proposes to introduce a change to the regular roster or ordinary hours of work of Teachers, the Employer must consult with the Teacher or

18. Dispute Procedures

18.1 The objective of these procedures is the avoidance and resolution of industrial disputation, arising under this Agreement and the NES, by measures based on consultation, cooperation and negotiation

18.2 Subject to the provisions of the Act, disputes in relation to matters under this Agreement and the NES shall be dealt with in the following manner

Step 1

19.6 Additional Documentation from Teacher

(a) A Teacher against whom a reportable allegation or an exempt allegation has been made may submit to his or her Employer documentation, in response to the matters alleged against him or her.

(b) The Employer must place such documentation on the file held by the Employer concerning the reportable allegation or exempt allegation made against the Teacher.

19.7 Confidentiality of documents and files

The Employer must implement procedures to safeguard the confidentiality of any file held by the Employer concerning any reportable allegation or exempt allegation made against a Teacher.

20. Suspension

21. Union Members and Representatives

21.1 Meetings of Union members who are employed at the school may be held on the school premises at times and places reasonably convenient to both Union members and the Principal.

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21.2 Union meetings must not take place during timetabled teaching time.

21.3 The Employer will permit the Union representative in the school to post Union notices

(e) states the day on which the arrangement commences.

22.4 The Employer must give the Teacher a copy of the individual flexibility arrangement within 14 days after it is agreed to.

22.5 The Employer or Teacher may terminate the individual flexibility arrangement:

(a) by giving no more than 28 days written notice to the other party to the arrangement; or

(b) if the Employer and Teacher agree in writing—at any time.

(c) if the Employer can offer the Teacher such changes in working arrangements, set out those changes in working arrangements; and

(d) set out the effect of sections 65B and 65C.

23.7 If the Employer and the Teacher reached an agreement under subclause 23.4 for a change in working arrangements that differs from that initially requested by the Teacher, then the Employer must provide the Teacher with a written response to their request setting out the agreed change(s) in working arrangements.

25. No Extra Claims

25.1 Except as provided by the Act, prior to insert 31 December 2026, there will be no further claims by the parties to this Agreement for changes to salaries, rates of pay, allowances or conditions of employment in relation to matters contained in this Agreement.

25.2 The parties agree that the wage increases provided for in this Agreement are in lieu of any improvements in wages provided for under any decision of the Fair Work Commission handed down prior to or during the nominal term of this Agreement and until 31 December 2026 and no claim can be made for such increases.

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Table 1B – Casual Rates of Pay

All Schools (Excluding EREA)

	Casual Rates from the first full pay period on or after 1/2/22 (2.04%)	Casual Rates from the first full pay period on or after 1/2/23 (2.78%)	Casual Rates from the first full pay period on or after 9/10/23
	$	$	

EREA and St Gregory's College		
	Annual Allowance from the first full pay period on or after 1/2/22 (2.04%)	Annual Allowance from the first full pay period on or after 1/2/23 (2.78%)
	$	$
Assistant Principals - Secondary		
Enrolment		
201-300	33,687	34,624
301-600	37,335	38,373

St Augustine's College		
	Annual Allowance from the first full pay period on or after 1/2/22 (2.04%)	Annual Allowance from the first full pay period on or after 1/2/23 (2.78%)
	$	$
Assistant Principals - Secondary		
Enrolment		
201-300	34,180	35,130
301-600	37,880	38,933
601-900	41,574	42,730
901- 1200	45,262	46,520
Assistant Principals - Primary		
Enrolment		
201-250	27,304	28,063
251-400	30,655	31,507
401-600	34,180	35,130
601-800	37,880	38,933
801+	41,574	42,730

All Schools

Pay Schedule 2 – Other Rates

Travelling Expenses

	Rates effective from the first full pay period on or after the specified date				
	1/2/22 (2.04%)	1/2/23 (2.78%)	1/2/24 (3.5%)	1/2/25 (3%)	1/2/26 (3%)
Supervised – Clause 8.8(b) – per annum					
Maximum payment per annum for principal Teachers – Clause 8.8 (b)	2,773	2,850	2,936	3,024	3,115
St Gregory's College					
Full-Time Teacher teaching classes of children with a disability – Clause 8.8(a) – per annum	3,295	3,387	3,489	3,594	3,702
Part-Time or Casual Teacher teaching classes with children with a disability – Clause 8.8(a) per day	16.00	16.44	16.93	17.44	17.96
Principal Teachers of schools for children with a disability for each Teacher Supervised – Clause 8.8(b) – per annum	517	531	547	563	580
Maximum payment per annum for principal Teachers – Clause 8.8 (b)	2,682				

PART H ANNEXURES

ANNEXURE 1 Portability of Personal/Carer's Leave

See clause 13.6 – Portability of Personal/Carer's Leave for further details.

The former Catholic Diocesan Employer or Catholic Independent School will provide to each Teacher, on th-4.4 6 (y)1.6 (Td teV-0.002 Tw 1.728 0 Td [(c)3.5 (l)-2.8 (a).9 (h-4.4 6 ()3 (i)-5 (l)4 (s)4.9 j EM

Last year of employment	
Year 2	
Year 3	
Year 4	
Year 5	
Year 6	
Year 7	

For Catholic Diocesan Employers:

Total untaken paid Personal/Carer's Leave as at last day of service: ……

Signed by Employer Representative: ……

Name:

Title:

Date

Contact

Email or phone:

Signed by Teacher:……..

Name:

Date:

Catholic Independent Schools who participate in the Portability of Personal/Carer's Leave

The following Catholic Independent Schools participate in this scheme:

Brigidine College, St Ives
Chevalier College, Bowral
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(b) The accrued entitlement to long service leave recognised by the New Employer will be that which the Employee had accrued at the date of ceasing employment with the Former Employer.

5. ADMINISTRATIVE ARRANGEMENTS

5.1 Upon notification of termination the Employer will provide eligible employees with the following documentation:

- Prescribed form as set out in

6. PARTIES TO THE ANNEXURE

THE CATHOLIC DIOCESAN SYSTEM AUTHORITY OF	
The Diocese of Armidale	Catholic Schools Parramatta Diocese Limited
The Diocese of Bathurst	Sydney Catholic Schools
The Diocese of Broken Bay	The Diocese of Wagga Wagga
The Archdiocese of Canberra/Goulburn	The Diocese of Wilcannia/Forbes
Diocese of Lismore Catholic Schools Limited	The Diocese of Wollongong
The Diocese of Maitland/Newcastle	
CATHOLIC INDEPENDENT SCHOOLS	
The John Berne School, Lewisham	St Charbel's College, Punchbowl
Boys' Town, Engadine	
Brigidine College, St Ives	St Dominic's College, Penrith
Chevalier College, Bowral	St. Edward's College, Gosford
Christian Brothers High School, Lewisham	St. Edmund's College Canberra
Daramalan College, Dickson, ACT	[redacted]

Brigidine College, St Ives	St Dominic's College, Penrith
Chevalier College, Bowral	St. Edward's College, Gosford
Christian Brothers High School, Lewisham	St. Edmund's College Canberra
Daramalan College, Dickson, ACT	St. Edmund's College, Wahroonga
Edmund Rice College, Wollongong	St. Gabriel's School, Castle Hill
Holy Saviour School, Greenacre	St. Gregory's College, Campbelltown
Kincoppal-Rose Bay School of the Sacred Heart	St. Joseph's College, Hunters Hill
Marist College, Canberra	St. Lucy's School, Wahroonga
Mater Dei School, Camden	St. Maroun's School, Dulwich Hill
Monte Sant' Angelo Mercy College, North Sydney	St Mary Star of the Sea College, Wollongong
Mount St. Benedict College, Pennant Hills	St Paul's International College, Moss Vale
Pambula Beach Flexible Learning Centre, Pambula	St. Patrick's College, Strathfield
Oakhill College, Castle Hill	St. Patrick's College, Campbelltown
Maronite College of the Holy Family, Parramatta	St. Pius X College, Chatswood
Our Lady of Mercy College, Parramatta	St. Scholastica's College, Glebe
Point Red Bend Catholic College, Forbes	St. Stanislaus' College, Bathurst
Rosebank College, Five Dock	St Vincent's College, Potts Point

PART TWO (TO BE COMPLETED BY THE NEW EMPLOYER)

I, [*INSERT NAME OF AUTHORISED EMPLOYER REPRESENTATIVE*] for and on behalf of [*INSERT NAME OF NEW EMPLOYER*] (New Employer) with full authority to act on behalf of the New Employer in this regard, in consideration of the employee agreeing to employment by the New Employer and in consideration of the payment to the New Employer of the Long Service Leave payments in respect of the New Employee do AGREE and UNDERTAKE to give to the New Employee any Long Service Leave (or payments in lieu of Long Service Leave), which he/she may be entitled under the Act, this Agreement or any enterprise agreement and the agreement, notwithstanding that the New Employer may no longer be a party to the agreement at the time such leave or payment becomes due.

Dated this _____ day of _____ 20_____

SIGNED_____, for and on behalf of the New Employer.

TITLE_____

Annexure 3 – Employers covered by this Agreement

School Name	Employer Name
Chevalier College	Chevalier College
Oakhill College	Oakhill College
Rosebank College	Rosebank College
St Augustine's College, Sydney	St Augustine's College, Sydney
St Mary Star of the Sea College	St Mary Star of the Sea College
St Patrick's College	St Patrick's College
St Gregory's College, Campbelltown	Marist Schools Australia Limited trading as St Gregory's College
EREA Schools	
Christian Brothers' High School, Lewisham	Edmund Rice Education Australia New South Wales Colleges Ltd trading as Christian Brothers' High School, Lewisham
Edmund Rice College, Wollongong	Edmund Rice Education Australia New South Wales Colleges Ltd trading as Edmund Rice College, Wollongong
Pambula Beach Flexible Learning Centre, Pambula	Edmund Rice Education Australia Flexible Schools Ltd trading as Pambula Beach Flexible Learning Centre
St Dominic's College, Penrith	Edmund Rice Education Australia New South Wales Colleges Ltd trading as St Dominic's College, Penrith
St Edmund's College, Wahroonga	Edmund Rice Education Australia Flexible Schools Ltd trading as St Edmund's College, Wahroonga
St Edward's College, Gosford	Edmund Rice Education Australia New South Wales Colleges Ltd trading as St Edward's College, Gosford
St Gabriel's School, Castle Hill	Edmund Rice Education Australia Flexible Schools Ltd trading as St Gabriel's School, Castle Hill
St Laurence Flexible Learning Centre, Broadmeadow	Edmund Rice Education Australia Flexible Schools Ltd trading as St Laurence Flexible Learning Centre
St Mary's Flexible Learning Centre, Towradji	Edmund Rice Education Australia Flexible Schools Ltd trading as St Mary's Flexible Learning Centre

St Patrick's College, Strathfield	Edmund Rice Education Australia New South Wales Colleges Ltd trading as St Patrick's College, Strathfield

Signatories to the Agreement

EXECUTED as an agreement

SIGNED

SIGNED for and on behalf of Rosebank College by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature of witness
…….	…….
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of St Augustine's College Sydney by an authorised person in the presence of

…….
Signature of authorised officer

…….
Signature of witness

…….
Name/title/address of authorised officer

…….

SIGNED for and on behalf of St Mary Star of the Sea College by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature of witness
…….	…….

SIGNED

SIGNED for and on behalf of Marist Schools Austftd4a/a5 (l)-2.7 iaL imid(tftd4a/a)d ga5 sD

SIGNED for and on behalf of Edmund Rice Education Australia New South Wales Colleges Ltd trading as Christian Brothers' High School, Lewisham by an authorised person in the presence of

…….
Signature of authorised officer

…….
Signature of witness

……

SIGNED for and on behalf of Edmund Rice Education Australia New South Wales Colleges Ltd trading as Edmund Rice College, Wollongong by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature of witness
…….	…….
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of Edmund Rice Education Australia Flexible Schools Ltd trading as St Edmund's College, Wahroonga by an authorised person in the presence of

…… ……

SIGNED for and on behalf of Edmund Rice Education Australia New South Wales Colleges Ltd trading as St Edward's College, Gosford by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature of witness
…….	…….
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of Edmund Rice Education Australia Flexible Schools Ltd trading as St Laurence Flexible Learning Centre, Broadmeadow by an authorised person in the presence of

……	……
Signature of authorised officer	Signature of witness
……	……

SIGNED for and on behalf of Edmund Rice Education Australia Flexible Schools Ltd trading as St Mary's Flexible Learning Centre, St Mary's by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature of witness
…….	…….
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of Edmund Rice Education Australia Flexible Schools Ltd trading as Pambula Beach Flexible Learning Centre, Pambula

SIGNED for and on behalf of Edmund Rice Education Australia Flexible Schools Ltd trading as Wollongong Flexible Learning Centre, Towradji by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature of witness
…….	…….
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of Edmund Rice Education Australia New South Wales Colleges Ltd trading as St Patrick's College, Strathfield by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature of witness
…….	…….
Name/title/address of authorised officer	Name of witness

SIGNED for and on behalf of Edmund Rice Education Australia New South Wales Colleges Ltd trading as St Pius X College, Chatswood by an authorised person in the presence of

…….	…….
Signature of authorised officer	Signature o658.(de)0.5 4d4( )Tne o658.(de)5MC /P.≤≤

SIGNED for and on behalf of Edmund Rice Education Australia New South Wales Colleges Ltd trading as Waverley College, Waverley by an authorised person in the presence of

……	……
Signature of authorised officer	Signature of witness
……	……
Name/title/address of authorised officer	Name of witness