

Type of agreement comparison

The IEU have stated that bargaining under the cooperative model is like ‘bargaining with one hand behind your back’.

A cooperative agreement type has not prevented progress - it has enabled it. It has allowed us to negotiate improvements collectively, ensuring that no school or system is left behind.

Victorian Catholic school teachers and Victorian Government school teachers currently have the strongest workload provisions across the country. These provisions were negotiated under two different agreement streams.

The reduction in scheduled class time for Victorian teachers was the first for more than 30 years, providing the lowest teaching hours in Australia.

Different enterprise agreement types do not necessarily lead to different outcomes. The below table demonstrates how our cooperative agreement compares to other agreements currently in place.

Terms and conditions	CEMEA (our current agreement covering a majority of employees in Victoria)	Victorian Government schools agreement	NSW and ACT Catholic Systemic Schools Enterprise Agreement 2023
Type of agreement	Co-operative workplace agreement	Single Enterprise Agreement	Single Enterprise Agreement
Teacher Salaries, Graduates and most experienced	Graduate - \$87,394 Highest Paid Teacher - \$126,327 *Proposed – further increases in 2026 if Vic Gvt applies higher than 7%.	Graduate - \$79,589 Highest Paid Teacher - \$118,063 *These rates will increase at some point during 2026	Graduate - \$90,177 Highest Paid Teacher - \$129,536 *Further increases in October 2026 Salaries aligned to NSW Government schools
Position of Leadership/ Specialist Teachers, Highly Accomplished Lead Teacher	\$140,257 (T2-6 plus POL 4) *Proposed	\$129,544 *These rates will increase at some point during 2026	\$137,861 *Further increases in October 2026
Maximum Scheduled Class Time	21 hours primary school 18.5 secondary school	21 hours primary school 18.5 secondary school	23 hours in primary 20 in Secondary or 18 hours 40 mins plus sport *Sydney Catholic schools
Extras	0 free extras	0 free extras	15 hours/year (max 5/term) *Sydney Catholic schools

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Quarantined time for teacher self-directed time	9 hours quarantined for primary teachers 11.5 hours quarantined for secondary teachers The most hours quarantined for teacher self-directed time per week across the country	9 hours quarantined for primary teachers 11.5 hours quarantined for secondary teachers The most hours quarantined for teacher self-directed time per week across the country	2 hours of release time for primary school teachers. Secondary school teachers are entitled to professional planning time where a teacher is not conducting face to face teaching or supervisory duties *Sydney Catholic schools
Can teachers leave the school site when they don't have directed duties	Yes, teachers on occasions can leave the school site to work remotely when they don't have directed duties.	No	No
Meeting caps after school	A maximum of 2 hours per week	A maximum of 2 hours per week	An average of 1 per week, plus briefings *Sydney Catholic schools
Directed duties	A maximum of 8 hours per week	A maximum of 8 hours per week	No cap – Principals should aim for equitable distribution of supervision duties.
Time in lieu for teachers	The only extensive time in lieu arrangements for teachers in the nation. 5 full days for full -time teachers across the school year. More TIL available if a teacher accrues more than 38 hours. *Proposed	The only extensive time in lieu arrangements for teachers in the nation	No
Paid Parental leave	Currently 16 weeks increasing to 20 weeks *Proposed	16 weeks	14 weeks
Paid Partner Leave	4 weeks	4 weeks	2 weeks
Flexible Leave	1 day per year from your personal leave	No	No

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Personal Leave	15 days	15 days	15 days
Compassionate Leave	Currently 3 days increasing to 5 days *Proposed	3 days	3 days
Additional Leave for chronic symptoms associated with endometriosis, menopause, polycystic ovary syndrome and menstruation	Additional 5 days for full-time employees when their balance of personal leave is 15 days or less *proposed	Not currently	No