

Glenaeon's Employee Benefits



“Our highest endeavour is to develop young men and women who out of themselves are able to impart meaning and direction to their own lives”.

Dr Rudolf Steiner (attributed)

At Glenaeon, our commitment is to *Growing Our Staff*. The health of our school hinges on attracting, developing and retaining quality staff. This means we invest in professional learning and professional practices that grow and support our people in accordance with Glenaeon's Mission, Vision and Values.

Glenaeon provides our employee the following benefits and opportunities.

Remuneration and Benefits

- Wages and allowances in accordance with the Independent School NSW CMEA 2025
- Salary packaging (up to \$15,900 pa) plus Meal & Accommodation Card (up to \$2,650 pa) to increase take-home income
- Salary sacrificing available on Glenaeon Preschool fees
- 50% discount on school tuition fees, pro-rated for part-time staff
- Fitness Passport - Discounted gym fees
- 10% Discount from [Grassroots Eco Store](#)
- Glenaeon Employee Referral Program – \$500 bonus for referring a friend
- 14 weeks paid Parental Leave in addition to government PPL
- Recognition of service for Long Service Leave entitlements for new employees with Steiner experience of less than 4 years* (effective from Jan 2026)

Career and Professional Development:

- Involvement in strategic initiatives and projects
- Leadership development and opportunities
- Mentoring and supervision support available
- Annual Professional Development budget available to all staff*

Work-life balance:

- A wonderfully warm, close knit and supportive team and community
- Tranquil natural surrounds
- Café and barista on site
- EAP counselling support
- 2-week whole school shut down in December/January each year allowing an uninterrupted rest period
- Community events including family fair, festivals, Christmas concerts and staff celebrations
- End of year celebration provided by school



Specifically for Professional and Operational Staff:

- Flexible working arrangements available (including condensed week, flexible hours, job share, hybrid work)
- Additional day off for non-teaching staff during December school holidays
- Salary averaging available (work school terms only and be paid throughout the year- selected roles)

Specifically for Teaching Staff:

- Well established Steiner school
- Medium sized school (450 students) with smaller year cohorts
- No mandatory weekly Saturday sports or extra-curricular programs
- No mandatory co-curricular activities, however, support and encouragement is available for Teachers to develop new co-curricular programs that are of interest to our students
- Support to achieve and maintain NESA Accreditation
- 2+ weeks of additional non-term time per year compared to Government Schools
- Average of 8 periods of Release from Face to Face teaching per week (prorated for Part-time staff)
- Time in lieu granted for overnight camps*
- Regular teacher education sessions
- Additional Steiner Professional Development and specific strategic related training funded by school
- Multidisciplinary and collaborative teaching practices and teacher study groups, including collegiate
- Peer observation opportunities for learning and development
- Learning Enrichment Teachers and Assistants available to provide academic support across all grades
- Classroom Assistants available for all primary classes
- Opportunity to supervise students during their practicums
- Only one scheduled weekly afternoon Teachers/Faculty meeting
- No regular scheduled staff meetings before school
- Allowances to remunerate Coordinator and Leadership responsibilities

*For further information or queries, please contact
humanresources@glenaeon.nsw.edu.au .