

NewsExtra

September 2021

Independent schools: settlement close

The Multi-Enterprise Agreements (MEAs) applying to teachers and support staff in independent schools expired in January 2021. The union is negotiating with the Association of Independent Schools (AIS), as the representative of independent schools, over the content of new MEAs to apply to teachers and support staff from 2022.

Progress has been delayed by the continuing impact of COVID, but the union is committed to finalising discussions as soon as possible.

Pay rises in 2021

The AIS advised the union in 2020 that pay rises in 2021, if any, would be determined on a school-by-school basis. Almost all schools have paid an increase with the majority paying 2% or more. A number of schools have agreed to pay rises in recent weeks.

Pay rises for 2022, 2023 and 2024

As previously indicated, AIS representatives have increased the pay offer since the very low offer made in early June. The union and the AIS have reached agreement on the following increases to be included in the MEAs:

Increase in pay if superannuation <i>increases</i> in that calendar year		Increase in pay if superannuation <i>does not increase</i> in that calendar year	
February 2022	3.28%	February 2022	3.5%
February 2023	2.28%	February 2023	2.5%
February 2024	2.53%	February 2024	2.75%

The two sections of the table reflect the fact that AIS representatives have said that if compulsory superannuation increases in accordance with the current legislated schedule of an additional 0.5% from July in 2022, 2023 and 2024, then the pay rise will be lower in that year. The right hand column also reflects the value of the increase if you count the value of the superannuation increase over the year as part of the increase.

The pay rise for 2022 is inclusive of the pay rise for 2021. The union has advised the AIS the 2022 increase is acceptable on the basis that we consider that all staff should receive an actual increase of about 2% in 2022, in addition to the increase in 2021, even if this is not included in the MEA.

We will advise Chapters to discuss this matter with their principal, to check the actual pay rise they will receive in 2022, prior to the vote on the MEA.

Progression on attaining Proficient status (Standards Model Teachers and Hybrid Model Teachers MEAs)

Our claim that progression to the next pay band on attaining Proficient status should occur immediately rather than only occurring in February and July each year, has been agreed by the AIS.

Emergency disaster leave

The IEU claimed emergency disaster leave to provide access to a new form of leave where an employee was unable to attend work because of a declared natural disaster, such as bushfires, severe storms or flooding. Leave of two days per year for this purpose has been agreed.

Notice of meetings and professional development

Clause 16.4 in the Standards Model Teachers MEA (and the corresponding clause in the Hybrid Model Teachers MEA) will be amended to provide that schools must advise teachers of the required teacher attendance dates in the preceding year before the end of Term 3.

Reasonable notice must be provided of all other meetings, PD, etc with schools being required to give the maximum possible notice of such commitments, and where practicable, include such commitments in the annual school calendar.

Promotions positions – payment of allowance to part-time teachers

The Teacher MEAs will be amended to provide that payment of leadership allowances to part-time teachers holding such positions may be paid pro rata if the teacher is not carrying out the full leadership role. The union considers this change may assist part-time teachers to attain leadership roles and this is now agreed.

Other matters

There are a number of minor drafting matters yet to be finalised and the union has not yet received final drafts of the MEAs from the AIS.

Some schools will be changing MEAs (particularly for teachers) and the union will seek to ensure that teachers are not disadvantaged in this process. If your school is moving to a new MEA, please contact your Organiser to make sure you understand the differences between your current pay arrangements and the new MEA that will apply.

Timeline

Members would be aware that a vote on each MEA must be conducted by your employer of all employees to be covered by the MEA. The AIS has advised the union that it is anticipated that the vote will be conducted next term (possibly in November) with information to be circulated to employees early next term.

Please do not hesitate to call the IEU Organiser for your school to arrange a Chapter meeting by Zoom to discuss the MEA negotiations or any other issue of concern to members in these difficult times.

Please encourage your colleagues who have not yet joined the union to do so:

<http://www.ieu.asn.au/join-page>

