

NewsExtra

July 2021

Independent schools: negotiations continue

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 from 2022.

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.

AIS pay offer for 2022, 2023 and 2024

As was indicated in the recent IEU Newsmoonth, AIS representatives have increased the pay offer since the very low offer made in early June. The table below reflects the current state of negotiations as the union understands the AIS position.

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		
	IEU Claim	AIS Offer*		IEU Claim	AIS Offer*
February 2022	3.28% + 0.5% July 2022	3.28%	February 2022	3.5% + 0.5% July 2022	3.5%
February 2023	2.28%	2.28%	February 2023	2.5%	2.5%
February 2024	2.28%	2.53%	February 2024	2.5%	2.75%

* figures not confirmed

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% in each of 2022, 2023 and 2024, then the pay rise will be **lower** in that year. The pay offer for 2022 represents the total increase for 2021 and 2022. The union considers all staff should receive an actual increase of at least 2% in 2022, in addition to the increase in 2021, even if this is not included in the MEA. Otherwise, staff in schools that paid 2% or 2.5% this year would only get a tiny increase in 2022. Note that AIS has made a higher offer for 2024 but a lower offer for 2022 compared to our claim.

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 claim for emergency disaster leave has been agreed in principle. The leave would be available if an employee was unable to attend work because of a declared natural disaster, such as bushfires, severe storms or flooding. The AIS has proposed two days' leave.

Notice of meetings and professional development

Schools have sought changes to clause 16.4 in the Standards Model Teachers MEA (and the corresponding clause in the Hybrid Model Teachers MEA). This clause requires the school to give notice of the dates of any "school designated professional development and/or training and/or meetings" before the end of Term 3 in the preceding year. The union has indicated we would be prepared to agree to some changes, provided teachers received reasonable notice of commitments including teacher attendance dates. This is still under discussion.

Promotions positions – payment of allowance to part-time teachers

AIS has sought to amend the Teacher MEAs 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 but that the pro-rata provision should not apply in all cases. Discussions on the drafting are continuing.

Other matters

Some other matters are still under discussion:

- AIS is proposing that casual teachers may be engaged for up to ten weeks
- AIS is seeking to reduce personal/carer's leave for support staff so that the leave accrues progressively throughout the course of a year rather than being available at the start of each year of service (rejected by the union)
- averaging arrangements applying to boarding house staff.

The union has also sought to clarify the rate of pay that applies during paid maternity leave.

Next steps

Your IEU Organiser is happy to provide further information on the discussions underway and to get feedback from your IEU Chapter on the negotiations. 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>

