

# NewsExtra

27 November 2020

## VOTE "YES"

### Independent Christian Schools NSW Teachers MEA 2021

Your school has circulated to teachers a multi-enterprise agreement for endorsement by teachers, called the *Independent Christian Schools NSW Teachers Multi-Enterprise Agreement 2021* (the MEA).

The union has been in negotiation with the Association of Independent Schools (AIS) concerning the proposed MEA, which will apply to ten schools (the seven schools in the Pacific Group of schools, Coffs Harbour Christian Community School, Kingdom Culture Christian School and Nepean Christian School).

#### Increases in pay

Schools have proposed a three-year agreement from February 2021 to 31 January 2024, with pay increases as set out below:

Year	Increase
1 February 2021	2.25 %
1 February 2022	2.25 %
1 February 2023	2.25 %

These increases are less than those recently negotiated by the union with 47 Christian schools represented by Christian Schools Australia and Christian Education National (2.3%, 2.3% and 2.5%) over a similar time frame.

**The union is therefore disappointed with the lesser pay offer by the AIS on behalf of the 10 schools, but nevertheless we are recommending a YES vote.**

#### Detailed provisions on flexible working arrangements

The MEA has been amended to set out in detail the procedure for a teacher to request flexible working arrangements (for example, because the teacher would like to work part-time to care for their child or because the teacher is a carer for aged parents). The new provisions include the school's obligations in responding to the request.

#### Proficient pending classification

Experienced teachers who do not have NESAs Proficient accreditation on commencement because they have come from inter-state or because they previously had Proficient status but have not

maintained that status, will not be penalised. The teacher will be paid as a Band 2 teacher and maintain that pay rate provided the teacher attains their Proficient accreditation within one year.

### **Concurrent parental leave**

An improvement in the new MEA will be more flexible timing of the two weeks paid concurrent parental leave (including paternity leave). The leave will be able to be taken any time within 12 months of the date of birth or date of adoption rather than just from around the date of birth or adoption. Leave accessed will still be deducted from personal/carer's leave.

### **Notice of termination**

There has been an improvement in the provisions that apply if a teacher does not give the required four weeks' notice of termination. Under the new provisions, a teacher will only be liable for two weeks' pay if they do not give any notice.

### **Highly Accomplished and Lead Teacher classifications not included**

The schools have not agreed to include in the MEA new classifications of Highly Accomplished and Lead Teacher, which have been agreed in other Christian schools. However, the union understands that the Pacific Group of schools will maintain the existing HAT Remuneration Policy announced in February 2018, which provides an allowance of approximately \$6,000 above a Step 13 salary rate, for a teacher who is accredited by NESAs as a Highly Accomplished Teacher or who meets the other criteria.

## **IEU recommends a "yes" vote**

The IEU understands that schools will conduct the vote from 30 November. Although we are disappointed that a number of the union's claims have not been met, **the union recommends a Yes vote to members.**

Please ensure your colleagues are aware of this and urge all teachers to participate in the vote on the enterprise agreement that will be conducted by your school. If teachers at your school vote to approve the agreement, it will then be referred to the Fair Work Commission for approval. Whether or not there is a high level of participation in the vote of employees on an agreement is a consideration for the Fair Work Commission in deciding whether or not to approve an agreement.

The IEU supports members. Invite your colleagues to join here: <http://www.ieu.asn.au/join-page>



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