











# NewsExtra

2 September 2024

## NSW Independent Schools Teachers – Offer Not Good Enough!

Your union met twice in August with the AIS, the bargaining representative of independent schools. A summary of key issues and the positions of the parties in the bargaining is as follows:

Association of Independent Schools (AIS)	IEU
<b>Pay</b>	
<ul style="list-style-type: none"> <li>Feb 2025 – a new pay scale 6% above NSW Department of Education (DOE) teacher pay rates as at Oct 2023; plus</li> <li>3.5% in Feb 2026; and</li> <li>3% in Feb 2027.</li> </ul>	<p style="text-align: center;"></p> <p>NSW DOE pay rates are expected to increase by at least 3% in Oct 2024, Oct 2025 and Oct 2026. That means your pay would be, at most, 3% above DOE rates and much less for some of the period.</p>
Band 3 Experienced teachers to receive the Step 2.5 (top of scale) pay rate but will not receive the new ‘Accomplished Teacher’ allowance unless they have completed the ISTAA process.	<p style="text-align: center;"></p> <p style="text-align: center;">Not agreed</p>
AIS has proposed a translocation from the existing Standards, Hybrid and Steps MEAs’ pay model to the new 7-steps pay scale.	<p style="text-align: center;"></p> <p style="text-align: center;">Requires further discussion – current proposal unclear.</p>
<b>Promotion positions</b>	
Teachers receiving Leadership Levels 2, 3 and 4 allowances will not get the ‘Accomplished Teacher’ allowance even if they have completed the ISTAA process. Some changes for those currently on Hybrid or Steps.	<p style="text-align: center;"></p> <p style="text-align: center;">Requires further discussion</p>
<b>Parental leave</b>	
Paid parental leave will be recognised as service for the purposes of leave accruals and progression.	
Paid parental leave is now available to all teachers and non-initial primary carers will have access to 12 weeks paid leave after the initial primary carer returns to work or study.	
Paid parental leave for the initial primary carer will attract superannuation.	
Paid parental leave will continue to include non-term time.	
<b>Personal/carer’s leave</b>	
AIS is seeking to remove the 15 days of personal leave granted up front on starting at a new school.	
<b>School-based standards</b>	
AIS has rejected our claim that schools should tell you the normal expectations at your school including number of face-to face teaching hours of a full-time teacher, extras in secondary schools, release from face-to-face in primary schools, release for promotions positions, etc.	<p style="text-align: center;"></p> <p style="text-align: center;">Not reasonable to keep work expectations a secret – you should know the normal workload expectations at your school</p>

