

NewsExtra

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Teachers MEA to go to the vote

In late December 2024 the union reached agreement with the Association of Independent Schools (AIS) on the terms of the new multi-enterprise agreements (MEAs) to apply to teachers and professional and operational staff in NSW and the ACT. These MEAs will be voted on by employees in coming weeks.

Why did we agree?

Our campaign for single interest bargaining lead to significant improvements in the offer made by the AIS in late December. A majority of teachers in a majority of schools had voted for our petition for single interest bargaining for the Teachers MEA! This placed enormous pressure on employers.

The employers' applications to force a vote on their sub-standard Teachers MEA and PAOS MEAs were set down for hearing before the Fair Work Commission on 19 December. Our application for single interest bargaining for the Teachers MEA was listed on the same day. Under the pressure of the looming court cases, the AIS made crucial concessions. There were no trade-offs by the union for these concessions. The IEU Executive authorised Officers to accept this vastly improved deal.

Salary wins for teachers

These include:

- Teachers with four or more years' experience at Proficient will now go straight to Level 2.5 (Level 8 in the ACT), matching the rate that will apply to new teachers. This rate is \$127,281 in NSW and \$130,643 in the ACT. Teachers will receive a pay rise in 2025 of between \$12,000 and over \$20,000 (depending on their current MEA) and approximately \$6,000 above the previous AIS offer.
- All existing teachers classified as Band 3 – Experienced Teacher or Senior Teacher 1 will receive the Accomplished Teacher allowance of \$4,979 in addition to their salary at Level 2.5 (Level 8 in the ACT). This gives a total salary of \$132,260 in NSW and \$135,622 in the ACT. This guarantee will continue to apply if the teacher moves to another MEA school in the future. Teachers employed after January 2025 will only receive the Accomplished Teacher allowance if they have been through the ISTAA process.
- Existing Band 3 teachers and Senior Teacher 1 teachers will be entitled to receive both the Accomplished Teacher allowance and a Leadership position allowance if they are in a leadership position when the new MEA commences. They will retain this right if they move to another school under the MEA in the future. Teachers employed after 1 January will receive both the Accomplished Teacher allowance and a leadership allowance only if they have been through the ISTAA process and hold a Leadership position Level 1 or 2.

These improvements will particularly benefit teachers with teaching experience of four or more years at Proficient, teachers who have been deemed Band 3 under the previous MEAs and Band 3 teachers in leadership positions.

Special Education allowance

The union has also ensured that teachers at a registered special school teaching classes of children with a disability will continue to receive the special education allowance – the MEA will have a list of schools to which this applies. New teachers employed will also receive the allowance which will be increased throughout the life of the MEA.

IEU claim for workload transparency

Schools will now have to be transparent about key aspects of teacher workload required at their school and advise teachers on engagement and, from time-to-time, about:

- the usual number of face-to-face teaching hours per week or per cycle for a full-time teacher
- general requirements in relation to extra-curricular activities, and
- the release provided for teachers in Level 1 and Level 2 leadership positions.

This is a historic win that was fiercely resisted by schools until the very last minute. It is a first step in achieving greater transparency about workload in all schools.

Conditions

The union has achieved the following improvements in paid parental leave which will apply to leave commencing after the start of the new MEAs:

- The 14 weeks of paid parental leave will count as service for the purposes of salary progression and leave accrual.
- Male employees who are the initial primary care-giver immediately after birth or adoption will now be entitled to 14 weeks paid parental leave.
- An employee who is not the initial primary care-giver will be entitled to two weeks of paid parental leave at the time of birth or adoption. If that person becomes the primary care-giver within 12 months of the birth or adoption, they are now entitled to an additional 12 weeks paid parental leave.

The AIS have dropped the proposed reduction in personal/carer's leave for teachers (the removal of the 15 days on commencement) and the proposal that workload requirements during non-term time be specified in the MEA.

Your support

These wins have only been possible because of support from members in spreading the word about our campaign. Invite non-member colleagues to [join the union](#) and strengthen our collective voice. We are stronger together.

