

NewsExtra

20 November 2025

Greater Sydney Adventist Schools – Vote NO!

The IEU recently conducted a survey asking members whether they would vote YES or NO to the proposed EA. An overwhelming 91% of participants indicated they would vote NO.

Based on this strong feedback, the IEU is recommending a NO vote. The current offer is not acceptable and fails to deliver entitlements in line with industry standards for teachers in NSW.

Despite the union wanting to continue bargaining in good faith, Greater Sydney Conference has indicated that voting on the proposed enterprise agreement will commence on Wednesday 26 November 2025 at 9.00am.

Key issues with the current offer

1. Length of agreement

The Conference proposes a three-year EA. This risks salaries again falling behind other sectors in 2028. The IEU is seeking a pay-protection clause to ensure salaries remain competitive in 2028.

2. Salary progression

Other education sectors like the AIS, Christian Schools Australia and even North NSW Seventh-Day Adventists have moved to a seven-step salary scale, but the Conference proposes to retain the current 11-step model. This means early to mid-career teachers will take much longer to reach higher pay levels compared to their peers elsewhere.

3. Long service leave

Currently, teachers cannot access or be paid out long service leave until after 10 years of service. The IEU is seeking a five-year threshold, consistent with other sectors.

4. Workplace Framework

The Conference proposes removing the clause that makes the Workplace Framework part of the EA. Without this link, workload guidelines (eg meetings, class sizes, hours) would be harder to enforce. The IEU is seeking to keep the Framework annexed so it remains binding.

Why vote NO?

Voting NO sends a clear message that teachers in Greater Sydney Adventist schools deserve conditions that match other comparative education sectors. The current proposal is unfair. It falls short on pay progression, leave entitlements, and workload protections.

Next steps

Your employer will have provided voting instructions. Make sure you understand what's at stake before casting your vote. The union will hold online meetings with members on **Friday 21 November and Monday 24 November**, scheduled around lunchtime and after school. Please keep an eye out for an email from your organiser with the details.

Stand STRONG with the IEU

Attend a union meeting: Ask questions and get informed.

Spread the word: Encourage colleagues to vote NO and [join the IEU](https://www.ieu.asn.au).

Together, we can achieve a fairer deal.



Authorised by Carol Matthews, Secretary, Independent Education Union of Australia NSW/ACT Branch

The Briscoe Building 485 – 501 Wattle St Ultimo NSW 2007

P 02 8202 8900 | E ieu@ieu.asn.au | www.ieu.asn.au