

NewsExtra

18 February 2026

Update for Sydney Adventist Teachers

Welcome to the 2026 school year from your union. We hope you had a wonderful summer break, and that Term 1 has started productively for you and your colleagues.

We write with an update on the process of finalising your new enterprise agreement (EA).

What happened in 2025?

In late 2025, the IEU advised your employer that the majority of staff were dissatisfied with the proposed Teachers EA. Your employer nevertheless proceeded to put the EA to a vote in late November last year. Thanks to the efforts of IEU reps and members, the EA was voted down.

Following the majority 'No' vote, IEU members across the Conference unanimously passed a motion calling for an interim pay rise for teachers. To their credit, your employer awarded an interim pay rise to all teaching staff.

Moving forward

On 11 December 2025, the IEU wrote to your employer indicating the IEU's strong desire to recommence bargaining as soon as possible in the new year. The Conference has scheduled a bargaining meeting for Thursday, 19 February 2026. We will keep you updated as things progress.

The IEU will continue to advocate for members throughout this round of bargaining, pushing the key claims that were rejected by the Conference last year resulting in a NO vote.

Key outstanding issues are:

- **Salary uncertainty in 2028:** The Conference did not include a pay-protection clause to ensure salaries would not fall behind other sectors in that year.
- **Salary progression:** Other employers have a seven-step salary scale. The Conference insisted in maintaining an 11-step model which means early to mid-career teachers would take much longer to reach higher pay levels compared to their colleagues in other schools.
- **Long service leave:** The Conference did not agree to include a five-year threshold for accessing long service leave consistent with other sectors.
- **Workplace framework.** The Conference had proposed removing the clause that incorporates the workplace framework into the EA. This is a critical clause for hardworking teachers as it sets out guidelines on matters such as face-to-face hours, release time, meetings and class sizes.

The IEU thanks you for your continued support and encourages you to invite colleagues to join their union. Membership is an important way to ensure your voice is heard by your employer during negotiations for an enterprise agreement.

Increased membership brings with it more favourable results and strengthens the union's position in improving pay and conditions for you. Encourage any non-member colleagues to [join the union](#).

