

NewsExtra

13 June 2024

ACT Christian Schools Teaching Staff MEA Update

Members will be aware that the IEU has been negotiating since 2023 on behalf of teachers in Brindabella Christian College Charnwood, Brindabella Christian College Lyneham, Trinity Christian School and Emmaus Christian School for a new *ACT Christian Schools Teaching Staff Multi-Enterprise Agreement* (MEA). Under recent changes to the *Fair Work Act* relating to enterprise bargaining, CSA requires the union's consent to put the MEA to a vote of employees. The union seeks your feedback on the proposed offer from Christian Schools Australia (CSA).

The offer

CSA's offer includes pay increases starting in July 2024. However, this proposed agreement fails to meet the CSA's commitment to ensure that your pay does not fall behind that of ACT government teachers throughout the life of the agreement.

The issues

- Falling behind government rates:** The union's analysis of CSA's offer reveals pay gaps between ACT Christian Schools teachers and ACT Government teachers. Despite CSA's commitment to keeping your pay above government rates, our calculations show that **over the life of the proposed agreement except for teachers at Band 3, Step 9, all other levels will fall behind government rates.** For example:
 - Teachers at Band One, Step 2 would be \$10,875 behind.
 - Teachers at Band Two, Step 7 would be \$13,561 behind.
 - Teachers at Band Three, Step 9 would be \$10,491 behind.
- Loss of premium:** Historically, ACT Christian Schools maintained a premium over government teachers' pay. This proposed agreement would erode that premium, leaving many teachers worse off by the agreement's end.
- CSA's commitment:** CSA made a commitment to pay teachers above the ACT Directorate teaching rates for the term of the proposed agreement. This commitment is not achieved in the current offer. The union has been awaiting CSA's response to our calculations since 15 March 2024. Their failure to confirm our calculations is telling and concerning.

Pay comparison

The table below shows how much money a teacher in an ACT Christian school would earn compared to a teacher in an ACT government school over the duration of CSA's proposed MEA. The calculations are based on the pay scale a teacher would be on in January 2024, including their earnings during the transition to a new pay scale on 1 July 2024, and the next pay classification they would move to in 2025.

Comparison between an ACT Christian Teacher and ACT Government Teacher from Jan 2024 to Jan 2025

Step Classification		Proposed ACT Christian School MEA (Total Earnings Jan 24 – Jan 25)	ACT Government School EA (Total Earnings Jan 24 – Jan 25)	Difference (Total \$)
Band	Step			
One	1	\$182,126	\$182,658	-\$532
	2	\$184,238	\$195,113	-\$10,875
	3	\$195,247	\$195,573	-\$326
	4	\$197,475	\$203,980	-\$6505
Two	5	\$206,749	\$212,385	-\$5636
	6	\$213,555	\$223,040	-\$9485
	7	\$223,611	\$237,172	-\$13,561
Three	8	\$235,849	\$246,340	-\$10,491
	9	\$250,304	\$246,912	\$3392

Our position

The union does not want to see our members falling behind. We are pushing for a pay offer that matches ACT government pay increases throughout the life of the proposed MEA. To this end, we proposed additional salary increments in December 2024 and 2025 to align with the ACT Directorate rates during those periods.

Additionally, we have raised concerns about the proposed changes to Clauses 5.1(c) and 5.2(h) regarding termination based on faith, lifestyle, and values requirements. These changes would disadvantage our members compared to the expired MEA.

Your feedback is crucial

We seek your feedback on whether you agree with CSA's pay offer. We urge you to discuss this with your IEU Rep or contact your IEU Organiser, Anthony Telford to provide your views (anthony@ieu.asn.au). **Whether or not the IEU will agree to the MEA going to a vote of employees will be determined by member feedback.**

Below is a QR code that links you to a [survey seeking your feedback](#) on this offer.



We appreciate your active participation in this bargaining process. Your feedback and support are vital to ensuring we achieve a fair and equitable agreement for all teaching staff in ACT Christian schools and ensuring we keep CSA accountable to their commitments.

