

# NewsExtra

20 September 2024

## NSW Independent Schools Teachers – Offer Unsatisfactory

The AIS provided the union with a new pay offer for a new multi-enterprise agreement (MEA) on 18 September 2024 for teachers in NSW. There has been no new offer for teachers in the ACT nor professional and operational staff.

### Pay increases

- February 2025 – 5% above current October 2023 teacher pay rates in NSW government schools, except for the new top Band 2 rate which will be only 3.2% above. [To see the full pay comparison, click here.](#)
- 4.5% in February 2026, and
- 4% in Feb 2027

Except for the top Band 2 rate, this is a slight increase over the three years of the proposed MEA compared to the previous offer, but less of the increase is in the first year. At the top Band 2 rate (where many Proficient teachers will be), the new rate will be either **below the corresponding NSW government schools' rate (taking into account anticipated increases) or only slightly above it.** This is also true of other steps on the scale. **This offer is therefore still totally unsatisfactory.**

### Band 3

The offer now provides that both current deemed Band 3 and ISTAA qualified Band 3 teachers will receive the Accomplished Teacher allowance of \$4979. This is a significant improvement, but it has been achieved by reducing the rate for Band 2.5 teachers. For the first time, Coordinator allowances at Level 1 and 2 will be paid in addition to the Accomplished Teacher allowance, but only for those teachers who have been through the ISTAA process.

### Translocation

There is still no clarity on the translocation to the new scales. This is particularly important given that some schools pay above current MEA rates, but the AIS has insisted that existing over-agreement payments may be absorbed into the new rates. For example, if the school pays 3% above the current rates, this 3% differential may not be maintained above the new MEA rates.

### School-based standards

Schools have still not agreed to our claim that they 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. **Why the secrecy?**

### Personal/carer's leave

The AIS is still proposing to reduce personal/carer's leave by abolishing the up-front entitlement of 15 days when you start at a new school.

### Next steps

Please discuss this offer with other members in your school and make sure you tell your principal that members are unhappy with the offer. Encourage any colleagues who have not yet joined the union to do so. [Join the union.](#)

