

# NewsExtra

22 October 2024

## Teachers in ACT Independent Schools

### It's not a technical argument about the type of MEA

Over the past week, schools have issued several updates about bargaining with the AIS for the Teachers MEA in independent schools. The union's goal is always to act in the best interest of our members. **This is not a technical argument about the type of MEA, it's about getting the best deal for you, our members.** That's why we can't accept the current proposed MEA from the AIS.

### Pay rates

The AIS claims their offer for ACT teachers is 3% above the ACT Directorate rates in June 2025. Whilst this is true as at June 2025, [this IEU table](#) shows that the difference shrinks as the year progresses. By December 2025, AIS rates are only 1% higher than the ACT government school pay. That's a small margin.

We do not know the pay increases ACT government teachers will get in 2026 or 2027. Without that information, we remain unclear if ACT independent schoolteachers' pay will be competitive or if the rates will fall behind ACT Directorate rates.

### Translocation

The IEU is also concerned with how teachers will move to the new pay scale under this proposal. The AIS plan for "translocation" (or how existing teachers shift to the new scale) **includes additional steps which may slow your progression up the pay scale.** Currently employed Band 2 teachers with experience in the four Standards MEA schools will also get a **lower rate of pay** than new teachers employed in 2025 with the same experience.

### Backpay

We don't want to delay pay increases, but we will not agree to a substandard deal for our members. Schools **can** offer pay increases now OR backpay them later once the MEA is finalised. In fact, some schools are already saying that they will do this. Even if we had accepted the AIS proposal, this MEA is unlikely to have been ready for a vote this year. The IEU still has not been provided with a complete proposed draft. **We are not the ones holding this up.**

### School-based standards

All teachers should know what is being asked of them by their school.

Some schools are saying the MEA already requires teachers to be told what constitutes a full-time teaching load (the AIS has opposed this interpretation) and that many schools provide the information requested by the IEU. If this is the case, why is our claim so controversial?

This campaign is about fairness for teachers in independent schools. We need you to support a fair deal by [signing our petition](#). For more information, please [visit our website](#).

Sign the petition!

