

NewsExtra

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Teachers in NSW 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 NSW teachers is 6% above the October 2023 government school rates. However, given government teachers will receive a further increase from October 2024, the margin drops to just over 2%. For Band 2 teachers classified at Step 2.5, the offer is only 4.2% higher and by October 2025 these teachers will be more than 2% behind. [This table](#) compares the AIS's pay offer with NSW government school rates over the course of the proposed MEA. The red figures on the table, particularly in October 2025, highlight when the rates in independent schools will fall behind anticipated NSW government school pay 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 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!

