

7 November 2024

CM:85/24

Ms Cathy Lovell
Associate Chief Executive: School Operations and Governance
The Association of Independent Schools NSW
Level 12, 99 York Street
Sydney NSW 2000

Dear Cathy

**Teachers Multi-Enterprise Agreement
AISNSW Request for IEU's Written Agreement for Vote**

We write in response to your letters dated 28 October and 30 October 2024, the latter of which included the final draft of the *Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025 (MEA)*.

Response to Offer on 14 October 2024

The IEU has thoroughly reviewed the offer presented by AISNSW on behalf of its member schools on 14 October 2024 and the draft MEA received by us on 4 November 2024.

There are differences between the proposed pay rates for existing teachers compared to teachers who will be newly employed in these schools. For your reference, we have attached a copy of pay comparisons prepared by the IEU, which highlight these concerns. This is particularly a concern for teachers with four or more years' experience as a Proficient teacher – such teachers will also receive less than teachers with the same experience in NSW government schools.

During our consultation with members, we have been informed by our members in the ACT that their principals have advised that independent schools in the ACT are now offering pay increases of 4.5% in 2026 and 4% in 2027. This is not consistent with the offer put to the IEU on 14 October 2024. We also note the current proposal contained in the draft MEA for casual teachers in the ACT is not consistent with the 14 October 2024 offer.

We have also noticed that in the draft MEA, the existing \$3,500 allowance applying to teachers in special schools covered by the Hybrid MEA has been deleted. This has not been mentioned in the negotiations nor is it apparent from the 14 October 2024 offer.

Our members are disheartened by the schools' reluctance to consider the IEU's claim for school-based standards. As you are aware, our claim is that each school advises teachers of the normal key workload expectations at that school. As we have reiterated directly to you on many occasions, we are not seeking one standard across all schools, we simply want schools to be transparent about their own expectations. We are aware that many schools are already doing this. We are open to exploring alternative approaches, however, AISNSW has refused to negotiate on this issue.

Response to Request for Written Agreement

In your letter dated 30 October 2024, the AIS requested our written agreement to put the MEA to a vote by 7 November 2024.

The most recent version of the draft MEA was only sent to our office at 2.34pm on 4 November 2024. This short timeframe does not allow the IEU sufficient time to thoroughly review a complex document that protects our members' rights and entitlements. Teachers covered by very different pay arrangements will now come under the same pay scale and classifications. We find this timeframe unreasonable.

In addition to our concerns outlined above, the IEU has identified a number of errors in the draft MEA. These errors include:

- schools missing from the list of those schools that will be covered by the proposed MEA
- absence of translocation arrangements for schools that will be included under the new MEA but are not part of the existing independent schools multi-enterprise agreements listed in the MEA
- a missing column in the translocation table, and
- other significant drafting issues.

These examples demonstrate that the draft MEA is not yet ready to be made.

The IEU therefore cannot provide written agreement for the proposed MEA to be put to employees for a vote.

The union notes that there has been extensive support by teachers to be covered by the proposed MEA for a single interest bargaining authorisation. We anticipate that an application for this authorisation will be made in due course, further reinforcing our position on withholding written agreement at this time.

We remain committed to working collaboratively with AISNSW towards an MEA that benefits all parties. We look forward to reaching a fair and mutually beneficial outcome.

Yours sincerely



CAROL MATTHEWS
Secretary