

# NewsExtra

19 December 2024

## We have a deal!

At the doorstep of the Fair Work Commission this morning, the IEU reached agreement with the Association of Independent Schools NSW (AIS) for new multi-enterprise agreements (MEAs) to cover 244 schools across NSW and the ACT. Following intense pressure from members, the AIS has now agreed to resolve key outstanding issues that we raised throughout bargaining.

### Teachers

We have resolved key outstanding issues, including:

- experienced Proficient teachers (with more than four years' teaching experience as Proficient on the Standards Model MEA, or on Step 13 in the Hybrid Model) will go to the new top step, Step 2.5. These teachers will now receive increases of \$20,000 (for Standards Model) or \$12,000 (for Hybrid Model) when the new MEA commences. This is an increase of around \$7000 per annum on the previous final AIS offer.
- the translocation to the new pay structure for other existing teachers has also been improved
- in a historic win, we have secured a clause requiring schools to notify teachers of key workload expectations at their school (our workload transparency claim). Until now, this has been flatly rejected by the AIS. This is an important first step towards greater transparency around workloads in independent schools.
- the special education allowance will continue to be paid for new and existing teachers in those schools where it is currently paid. This means new teachers at special schools will be \$3,557 per annum better off. The allowance is preserved for existing teachers.

### Professional and operational staff (PAOS)

Your union has locked in pay rises for PAOS of at least 4% in 2025 in NSW (3% in ACT), 4.5% in 2026 and 4% in 2027. These pay increases are higher than the 3% per annum agreed in NSW government schools for the next three years. For those working in NSW, depending on how you transition to the new classification structure, you may be receiving more.

### Win on backpay

The AIS was reluctant to offer back pay, but thanks to your support in our petition, we've secured it for you! Members are now guaranteed backpay from the ffp on or after 1 February 2025, even if there is a lengthy delay in the approval of MEAs by the Fair Work Commission.

**The extraordinary efforts of our reps and members in mobilising their colleagues to sign the IEU's petition has resulted in this outstanding outcome.** This is a testament to the power of collective action.

Thank you for your tireless efforts throughout the campaign. We ask you to share this victory with non members and encourage them to [join the IEU](#). Together, we are stronger.

