

<p align="center"><b>Issues raised in IEU email from David Brear</b> (sent 19 October, 2018)</p>	<p align="center"><b>CMEA School response to each issue raised</b> (posted 29 October, 2018)</p>
<p>You would have all received news this week that your school intends to enter into a new Multi Employer Agreement (the MEA) together with a number of other Tasmanian Christian Schools. I am writing to you now because I think that there are a few important issues you need to be aware of:</p>	<p>Introductory paragraphs - No need for a response</p>
<p>The timeline for negotiation and discussion on what goes into this MEA is impossibly tight. Usually staff have time to speak to one another and seek advice about what should go into an Agreement.</p>	<p>The timeline reflects our wish to pass on the benefits of this CMEA to teachers from the commencement of 2019. In addition, staff are encouraged to speak to one another to determine whether they collectively approve of the agreement being offered, and opportunities for further consultation beyond this will be made available within each school.</p>
<p>Under the proposal as it stands, it is really difficult for any good faith consultation and negotiation to go on.</p>	<p>Opportunities for you to meet with your employer will be provided during the negotiation period, and the IEU will also be provided with opportunities to meet with the employer representative.</p>
<p>You are being unreasonably pressured to rush something through which will be in place for many years when there is no need.</p>	<p>Given the current time it takes for a submitted agreement to passage through the Fair Work Commission assessment and approval process it is our preference to complete the ballot and have the agreement lodged by the end of the year. The ballot has been scheduled as late as possible before the Christmas school holidays.</p>
<p>The timeline should be adjusted to allow staff to have their say even if this means that the vote has to be rescheduled.</p>	<p>As a minimum, this would delay the commencement of the CMEA to 2020. In particular, the implementation of the ISTAA assessment process for EXP, and subsequently HAT, classifications would be delayed by 12 months.</p>
<p>Clearly those trying to rush this through took time for themselves to put what they want into the MEA – they even produced a video to promote it!</p>	<p>Yes, we accept that, and the important purpose was to explain the CMEA's core – our shared Christian Faith and the opportunity to access to promotional classifications linked to the Australian Professional Teaching Standards. This took time, and we believe a proper explanation of the ethos and rationale behind the offer being placed on the table for the consideration of our teachers was an important first step.</p>
<p>It's just wrong not to give staff time to have a considered say and it's something no other Tasmanian independent school has tried to do. Why is your employer agreeing to this?</p>	<p>We agree, no other Tasmanian Independent School has previously attempted to achieve what we are trying to do. No other school has tried to harness the shared Christian Faith which is at the core of the CMEA and no other Tasmanian school has sought to provide a pathway for teachers which is linked to the Professional Teaching Standards and AITSL criteria. The aim is to support our teachers to be at the forefront of contemporary teaching practice within a Christian context.</p>

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<p>There are also some real problems with the proposed MEA. Many conditions are worse than those already in place at some of the schools which the MEA proposes to cover and the MEA simply does not include many conditions staff in other Tasmanian schools already have.</p>	<p>This is a very generalised statement and the six schools involved genuinely believe the overall offer is significantly superior to the conditions currently provided to our teachers. The truth is the term “...in other Tasmanian schools...” casts a very wide net and, on some provisions, it captures schools and systems we simply do not have the financial capacity to match, such as the Tasmanian State and Catholic sectors and some of the larger Tasmanian independent schools. In addition, the three schools currently covered by individual agreements do recognise and accept the need to preserve conditions which may be lost in accommodating the smaller schools into this CMEA. This will be achieved by preserving certain conditions in either policy or contract.</p>
<p>Why should you have to pay money to an external third party in NSW to assess whether you deserve access to the highest pay points? Catholic and Government school teachers don't have to do this.</p>	<p>A number of corrections are required in relation to this statement;</p> <ol style="list-style-type: none"> <li>1. There is no ability for assessment for EXP or HAT via an “internal” accreditation authority in Tasmania.</li> <li>2. The use of an authority which is based in NSW is only indicative of our need to stay up with contemporary Australian teaching practice. States such as NSW, South Australia and Queensland are moving ahead of our State in the area.</li> <li>3. The proposed CMEA provides a framework for teachers to achieve the HAT Professional Teaching (AITSL) Standard, and access to this classification is not currently available to teachers in the Tasmania State or Catholic systems.</li> <li>4. Access to the HAT or LEAD classifications cannot simply be granted, as both must be attained by assessment.</li> <li>5. The application fees are refundable upon successful completion of the assessment, which is a standard approach adopted by employers in supporting the attainment of higher-level professional qualifications by employees. This is not to disadvantage teachers, but is intended to reduce frivolous applications.</li> </ol>