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## **AEU LAUNCHES PROFESSIONAL PAY FRAMEWORK TO RECOGNISE QUALITY TEACHING**

The Australian Education Union will today launch a Professional Pay proposal to recognise experienced teachers and address growing inequity in Australian schools.

A new career framework would recognise experienced teachers who reach professional standards with salary increases to encourage professional excellence and retain the best teachers in Australian public schools. At the same time the proposal calls for increased funding for public education to address issues like class sizes and workload that are driving teachers from the profession.

AEU Federal President Pat Byrne said that the union was committed to working with stakeholders to produce the best result for teachers and students, rather than imposing a cash-for-grades "performance pay" system as proposed by Federal Education Minister Julie Bishop.

"This framework aims to solve the problem that around half of Australian teachers are already at the top of their pay scale and they have few career options to keep them in the profession.

"It's about recognising our experienced teachers and improving their working conditions to make sure they want to stay in the classroom.

"That means increasing funding for the public education system to reduce their workload and class sizes and provide more administrative support so that teachers can concentrate on their time in the classroom.

"Teachers are underpaid compared with the average Australian professional wage and this proposal does not replace general salary increases for teachers.

"Providing this new option to be recognised as an Accomplished teacher will assist in retaining the best teachers for our students.

"Independent state government research has shown that Australian schools need an additional \$2.9 billion in annual funding so that every child has access to a high quality education.

"But the best pay system in the world won't work if we don't have the school resources to improve teacher working conditions and learning environments for students.

"It doesn't matter how much you pay a teacher, if their classes are too big or their workload is unmanageable, it's going to be hard for them to achieve quality student outcomes. That's why any new teacher pay scheme must be accompanied by an increase in public school funding.

The framework includes:

- A call for an additional \$2.9 billion in annual funding for public education.
- A new classification of Accomplished teacher to recognise excellent teaching knowledge and practice.
- Improved working conditions for teachers by increased funding for public education.
- Assessment of teachers by an independent and fair process that would consider a range of evidence of their professional development and practice.
- Salary increases, not one-off cash bonuses, in recognition of quality teaching.
- Standards to be set through independent research and stakeholder consultation.

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