

**INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH
WALES**

Name: Name suppressed

Date Received: 16 July 2022

Partially
Confidential

Dear inquiry committee members,

As a teacher for many years in NSW, I feel that

1. the status of the teaching profession is very very low compared with that of nearly all the other workers in Australia. This needs to be addressed through not just imposing heavy accreditation requirements on teachers but also through enhancing their pay to equal that of members of parliament ;
2. there needs to be certifiable on the job teacher training which will then be linked to teacher promotions and salary increases;
3. there should not be a principal or deputy principal salary. Rather, there should be a structure for teacher pay and then a principal and deputy principal allowance (e.g. \$500 per week more than where they are on the teacher pay structure) so that one can move from their leadership position and continue with their teacher pay structure;
4. the minimum salary for someone starting in the profession should be \$120,000 with the requirement that the minimum qualifications be as follows: a bachelor's degree (not B. Ed) followed by a masters degree in education in which one would study how to teach in one of the areas they covered in their bachelor's degree. The course would take 5 years but one can start teaching in their fourth year. B. Ed degrees should be abolished.
5. all schools receiving government grants should have the same pay structure (scale) for teachers and a teacher transferring to another school in the state will maintain or move up the pay scale;
6. student behaviour for every school should be managed by a teacher and parents committee chaired by the deputy principal. Three parents would be on the committee and they would be paid by the NSW Government for each attendance at a disciplinary (or student behaviour) meeting;
7. there should be non-negotiable school policies which are the same for all schools that receive government funding. Organisations managing these schools can then add to them depending on their different founding philosophies;
8. the possibility be considered for legislation to allow teachers to operate like it is with medical doctors-that is teachers can establish a private practice where they are then hired by a school as and when they are needed; The schools would then maintain continuity officers for the periods between lessons;
9. there should be state subsidised housing for teachers for the first 3 years of a teacher moving to a new school far away from the current school. There could also be housing in every LGA for frontline workers (health, teaching, police, etc) for the first 3 years of their moving to a place.