**PRINCIPAL CLASSIFICATION – NSWPPA POSITION PAPER 2019**

The NSWPPA believes that the current principal classification structure **perpetuates inequity** **between principals** in the different sectors within NSW Public Education i.e. Primary Schools, Secondary Schools, Central Schools, SSPs, EECs etc.

This inequity is largely the result of principal classification being based on total school budget, including staffing costs. Accordingly, the higher staffing allocation afforded to secondary schools provides both more educational opportunities and higher salaries for their principals. **Primary students and principals are disadvantaged on both counts.**

In addition, we are concerned that the current classification system provides insufficient incentive for primary principals to seek advancement. In particular, there is a concern that primary principals in larger/complex schools have limited salary progression beyond the current P3 level.

The following table is based on 2019 data from the schools of the NSWPPA’s state executive. Despite significant disparities in budget, enrolments and FOEI, all are classified as P3.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| School name | School Budget (RAM 2019) | Student numbers | Teaching Staff | FOEI Value | School Classification |
| Terrigal PS | $6924050 | 840 | 44.482 | 59 | P3 |
| Umina Beach PS | $6225866 | 775 | 47.572 | 94 | P3 |
| Casula PS | $7840173 | 917 | 51.356 | 113 | P3 |
| Hayes Park PS | $4899194 | 560 | 30.872 | 111 | P3 |
| Narranga PS | $6312972 | 660 | 41.143 | 110 | P3 |
| Griffith PS | $5247535 | 372 | 32.131 | 169 | P3 |
|  |  |  |  |  |  |
| Evans River CS | $7895150 | 526 | 47.05 | 120 | P3 |

It is noteworthy that the single school in the table with a 7-12 enrolment (Evans River CS) has a significantly higher staff allocation than K-6 schools with similar enrolments - it is common for high schools to be classified higher than a much larger primary school serving a similar community. There are a very limited number of non-secondary schools in NSW classified as P4, and none as P5.

**We believe that principals of large, complex schools in NSW should have the same access to the higher classifications, regardless of which sector they belong to.**

RAM methodology attempts to recognise the levels of ‘complexity’ of different schools, which is a concept that is supported by the NSWPPA. As stated, our issue with the current classification model is that ‘complexity’ has included staffing costs, the largest single cost factor in schools.

The NSWPPA proposes that **Classification Bands be determined on a combination of enrolments as the primary determinant, with salary loadings paid for RAM Equity Loadings and specific school circumstances.**

In the tables below, the NSWPPA proposal sets out the proposed new classification /salary structure for Principals K-12. Student numbers in the New Enrolment Bands in column A are informed by previous classification levels. Those figures and the RAM Equity Loading amounts in column B are included as a suggestion only.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **A** | **+** | **B** | | **+** | **C** | **=** | **Remuneration Indicator**  **Outcome** |  | **Principal/**  **School**  **Classification** | **Principal**  **Remuneration**  **Package** |
| **Base Principal Salary** |  | **Salary Loading based on Equity Loadings** | |  | **Salary Loading based on Additional School Loading** |  |  |
| **New Enrolment Bands**  (suggested figures only) |  | **RAM Equity Loading**  (suggested figures only) | |  |  |  |
| 0 – 26 |  | <$100 000 | |  | SSP schools |  | **A + B + C** |  | P1 |  |
| 27 – 150 |  | $100 000 - $250 000 | |  | Hospital schools |  |  |  | P2 |  |
| 151 – 300 |  | $250 000 - $500 000 | |  | EECs |  |  |  | P3 |  |
| 301 – 450 |  | $500 000 - $750 000 | |  | Distance Education Centres |  |  |  | P4 |  |
| 451 – 600 |  | $750 000 - $900 000 | |  | Teaching Principal |  |  |  | P5 |  |
| 601 – 750 |  | >$900 000 | |  | Special Education classes |  |  |  | P6 |  |
| 751 – 900 |  |  |  |  | Itinerant Teacher teams |  |  |  | P7 |  |
| 901 -1050 |  |  |  |  | DoE Pre-schools |  |  |  |  |  |
| 1051-1050 |  |  |  |  | Rural & Remote schools |  |  |  |  |  |
| 1201+ |  |  |  |  | Other? |  |  |  |  |  |

Column A - Each Enrolment Band will be allocated a Base Principal Salary.

Column B – A further remuneration loading will be allocated based on schools’ RAM Equity Loadings Funding Total.

Column C - A further remuneration loading will be developed in circumstances where enrolment bands are not a sufficient indicator of workload, acknowledging specific school circumstances in school contexts such as those in column C above.

All schools receive a loading from columns A and B. Some schools also receive a loading from column C.

A + B + C = Remuneration Indicator Outcome. This figure would place each school into a threshold within the P1 – P7 range of the Principal/School Classification and associated Principal Remuneration Package.

The NSWPPA also proposes that:

Any change in how principal salaries are determined should not result in principals in existing positions experiencing a reduction in salary.

Principals whose school circumstances move them to a higher classification should qualify for increased salary at that time.

Principals whose school circumstances move them to a lower classification should hold salary status for 3 years then accept revised salary or apply for another school.

**The NSWPPA supports an increase in the quantum for principal salaries across NSW Public Schools**. The increasing complexity of the principal position requires recognition in any new structure if high quality candidates are to be attracted to these most important roles. Adoption of the above NSWPPA proposals will support this aim and place all principals in our system on a common, equitable salary structure.

Phil Seymour (NSWPPA President, on behalf of State Executive)