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 to advance their careers**. There is a particular 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	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 sector.

Page Break

RAM methodology and FOEI 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.**

The NSWPPA model below 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 are included <u>as a suggestion only</u>.

A	+	B	+	C	=	Remuneration Indicator Outcome		Principal/ School Classification	Principal Remuneration Package
Base Enrolment Loading		**School Complexity Loading**		**Additional School Type Loading**		**A + B + C**			
Based on New Enrolment Bands (suggested figures only below)		Base Enrolment Loading (column A) multiplied by percentage derived from school FOEI, RAM formulas or similar		Cater for specific school circumstances not sufficiently addressed by columns A & B					
0 – 26				SSP schools				P1	
27 – 150				Hospital schools				P2	
151 – 300				EECs				P3	
301 – 450				Distance Educ Centres				P4	
451 – 600				Teaching Principal				P5	
601 – 750				Special Educ classes				P6	
751 – 900				Itinerant Teacher teams				P7	
901 -1050				DoE Pre-schools					
1051-1200				Rural & Remote schools					

1201+		Other?	

Column A - Each Enrolment Band will be allocated a base remuneration loading.
Column B - A further remuneration loading will be allocated based on schools' FOEI.
Column C - A further remuneration loading will be developed in circumstances where enrolment bands are not a sufficient indicator of workload, acknowledging specific circumstances in school contexts such as those in column C above.

All schools receive a loading from column A, and most receive a loading from column B. Some 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.

Robyn Evans (NSWPPA President, on behalf of State Executive)
Ratified by State Council 27th August 2021