

Pay Good Teachers More

The Labour Government introduced centralised 'pay everyone the same' funding of teacher salaries is failing. National has done nothing to change it.

Because of the union imposed collective agreements:

- The very best teachers get paid the same as the worst teachers.
- Teachers with expertise in high demand subjects, like science, get paid the same as teachers with expertise in low demand subjects.

Not surprisingly this has created:

- Teacher shortages in important subjects, like science and mathematics.
- A shortage of ambitious high quality teachers entering the profession.

Think of your best teacher and then think of your worst teacher. The teacher unions want them to be paid the same. Worse still, they will fight to save the bad teachers from being fired – ensuring more and more kids are being harmed every year. This is harming your kids' education irrespective if you are in a high or low decile school.

Top graduates don't want to start at around \$50,000 and wait in line for a pay raise up to a maximum of \$78,000 (plus units and allowances). After that there is nowhere to go. Many have to go into management away from the students that need them most.

ACT believes

We need an education system that attracts the best and brightest to teaching. Our kids need the very best role-models. They need to be taught by experts.

We need an education system that rewards high performance, where great teachers are paid more than bad teachers.

What ACT will do

ACT is always very careful with spending taxpayer's money. But education is one area we need to spend more – provided we change the way teacher salaries are paid.

ACT is committing \$1 billion a year more funding for education.

To be eligible schools need to opt out of the centralised payroll system and collective agreements.

These schools will receive a cashed-up teaching grant:

- This will be set well above the top of the current salary band so that every school that opts-into the scheme will be financially better off.
- Schools that opt in will be funded at \$93,000 a teacher. However, as schools are free to allocate the teaching grant how they want, the best teachers will be able to earn substantially more than this.

Principals will then decide how much to pay individual teachers out of their teaching grant. These schools will be under no requirement to use the collective salary scales.

ACT: The Education Party

How is ACT different from National and Labour?

Labour wants to pay all teachers more – irrespective to whether they are good or bad. This is simply rewarding bad teachers. ACT believes that rather than waste money on bad teachers we need to give it to great teachers.

National is tinkering around the edges. A \$3 million package to help teachers from overseas move to New Zealand, \$379 million for languages. ACT believes that we need a fundamental change in the education system.

What will this achieve?

Studies have shown that students taught by good teachers were more likely to go on to tertiary study, earn higher salaries, and are less likely to have children as teenagers. Replacing a teacher in the bottom 5% with an average teacher would increase the present value of students' lifetime income by approximately \$350,000 NZD per classroom.

To be competitive on the world stage we need a world leading education system. To do this we need to attract more high achievers to the teaching profession.

This policy will attract ambitious high achievers to enter the teaching profession. The flow-on-effect is that bad teachers will be forced to leave.

Other ACT Education Policies

Open more Partnership Schools

ACT will increase choice in New Zealand's schooling system. The state should fund a range of schools, letting kids and parents choose what is right for them, not just what school is closest to them. ACT believes we should celebrate diversity, not 'one-size-fits-all' and 'teach to the average' thinking. We should engage every student.

Increase the government funding of Independent Schools

ACT will remove the funding cap and will increase the per-student funding for Independent Schools to 50% of State School student funding. This will cost \$40 million.



Our Opponents May Say...

What the unions will say:

Schools will hire more inexperienced teachers and less experienced teachers

With their local knowledge, principals, boards of trustees and communities, are best placed to decide the right mix of staff for their students. They may choose to pay young ambitious 'star' teachers more.

They may choose to spend the extra money on having more teachers and smaller class sizes. The money in the 'teacher grant' has to be spent on teachers.

It's hard to judge teacher performance.

It really isn't. Students know who the best teachers are. Parents know who the best teachers are. Principals know who the best teachers are.

To say that a bureaucrat imposed pay scale (that only accounts for years teaching and qualification) is better at judging teacher quality than people on the ground is absurd. It's time to trust principals and boards of trustees to run their schools.

This is bulk funding – a proposal that has been rejected by the education sector.

Unions have rejected bulk funding for ideological reasons. They want to protect bad teachers at all cost. Many excellent teachers and principals support this initiative.

The teachers will be unregistered

The grant must be spent on salaries for registered teachers.

It will increase the levels of financial uncertainty and management challenges for schools

No. The teaching grant will be set in advance and will not decrease - providing financial certainty for schools. Partnership Schools have had no problems running their schools budget.

This is ideological drivel

The teacher unions are rejecting a proposal that will increase teacher salaries substantially. That is ideology. It is ideology to say that people regardless of ability and effort should be paid the same. In what other 'profession' does this happen?