

HAILEYBURY

TEACHING AT HAILEYBURY



Haileybury is a community in which we work together to fulfil a mission: to develop high-achieving students who are connected globally, to each other and to the communities in which they live and will serve. It's a professionally rewarding life to be working with dedicated colleagues in one of Australia's largest and best-resourced schools...and there are material benefits, too. Set out below is an outline of the rewards available to you as a Haileybury teacher.

Supporting Your Development as a Teacher Through Study and Training

Haileybury strongly supports staff to improve their qualifications through further tertiary study with generous funding for M.Ed. and other Masters degrees, or a \$3,000 bonus for the completion of another approved higher degree.

Haileybury offers on-campus professional development (PD) and training, and also supports attendance at local courses through an annual Professional Development Allowance of \$400. Haileybury will also pay the full costs of attendance at approved interstate and international training and PD courses.

Above all, Haileybury values good teaching. Very substantial funds are available for teaching teams and departments who display exemplary teaching

and collaborative practice to further develop their professional practice.

Supporting the Development of Your Career

Working in one of Australia's largest schools will take you to the highest levels of professional practice and give you the opportunity to work with experts in the field. Haileybury encourages teachers to involve themselves in their profession through subject associations, curriculum and examiners' positions with the VCAA, and other means. With over 450 positions of responsibility available up to the level of Head of Campus, there is considerable scope for gaining experience and developing expertise in all major areas of schooling. Mentorship is offered at all levels and a Responsibility Allowance is generally paid to members of staff who take on added responsibilities for coordinating elements of the School's program.



Haileybury is also pioneering some exciting new professional initiatives, such as the opportunity to be involved in teaching overseas with Haileybury. For example, Haileybury supports 60 local teachers in China teaching the VCE and runs an annual conference for them there.



At Haileybury, Teaching is a Family-Oriented Profession

The Haileybury teaching community is a strong one, and we support social interaction through the provision of staff rooms on each campus and social events during the year. More importantly, Haileybury supports the families of its staff.

At the outset, depending on your time with Haileybury, you are entitled to be paid for the first 13 weeks of your 12-month Parental and Adoption Leave, in addition to your 18-week entitlement under the national Paid Parental Leave Scheme. Where possible, Haileybury will make it possible for you to return to work on a part-time basis so that you can attend to your young children.

When your child is ready to enter Prep, you will be entitled to a 50 per cent discount on Tuition Fees at Haileybury, and this discount will last until your child graduates at the end of Year 12, 13 years later—as long as you stay with us. Subsequent children attract greater discounts. You will also receive free out of school hours care for your child where it is available. Personal leave is available for you to respond to the inevitable family emergencies.

Unlike most professions, teaching offers great opportunities to be closely involved in the development of your children and family. If you choose to send your children to Haileybury, you will know your child's teachers and the environment in which they will grow up. Regular term breaks allow you to be at home for more than 10 weeks each year. In addition, after your first 10 years' service, you will be entitled to 13 weeks' paid long-service leave followed by a further six-and-a-half weeks every five years thereafter. No retirement age is mandated but, when the time comes, Haileybury hopes to work with you to provide a transition through

part-time work into your new life.

You are also protected from unexpected events in life through the generous Personal Leave provisions of 15 days per year, which can be used to deal with illness or carer's responsibilities. Personal Leave accumulates annually. However, if you have an illness that requires a long-term absence, Haileybury will pay your full salary for the first three months, followed by 25% of your salary over the next three months. You may choose to protect your income for up to two years through Haileybury's Superannuation Scheme, which also offers insurance for your incapacity or death. Haileybury has a proactive Return-to-Work Scheme and also covers any injuries at work.

At work, staff are supported by the Dean of Staff, who would be happy to expand upon this outline.

Your Remuneration

Recognising the special commitment a Haileybury teacher makes, Haileybury pays its teachers at above-award levels. In addition, the School pays an annual \$1,000 Flexibility Allowance to reward all academic staff for the personal sacrifices they sometimes have to make in delivering such a broad teaching and co-curricular program. Further allowances are paid for coaching sport and attending weekend sport and drama commitments, camps, tours and after-hours events. Every teacher is supplied with a School laptop to support their work.



Haileybury further rewards teachers who are diligent in their work, through an annual Attendance and Professional Practice Bonus of \$2,000, paid to all academic staff who meet their commitments during the year.

Superannuation is also paid at a rate two percentage points above the national requirement and is currently 11 per cent. Salary sacrificing into benefits such as additional superannuation, vehicles and mortgages is available to all staff.

Note: conditions may apply to some of these benefits—full details are available in your contract. Some benefits are pro-rated for part-time staff—updated January 2017