In 2015, master teachers joined Queensland state schools to further support and enhance quality teaching in state schools and to further drive improvements in literacy and numeracy outcomes for Queensland students.

With the establishment of 300 new centrally-funded master teacher positions in schools, the department was conscious of the need to streamline processes to allow school communities to make local decisions, minimise red tape and provide certainty for schools and clusters.

As a result, the administrative arrangements that apply to the salaries of centrally-funded master teachers and the associated early years resource packages (where applicable) involve the funds for these program elements being paid directly into school bank accounts for the life of the three-year master teacher initiative.

Both the master teacher salary payments and the early years resource package payments will take the form of a core grant. This approach will:

- maximise funding available to schools
- provide greater flexibility to use the funds locally within the program
- facilitate reporting of all program expenditure
- assist audit and evaluation activities.

In designing these administrative arrangements for master teacher schools and clusters, the department undertook consultation with school communities and school leaders, principals’ associations, the Queensland Teachers’ Union (QTU) and other stakeholders.

Master teacher salaries

In advance of each term schools will receive payment for the salaries component of the master teacher initiative, along with on-costs and locality allowances (where applicable).

Master teacher salary payments will then be direct-debited from school bank accounts over the course of each term using established school-purchased labour/salary recovery arrangements. For clusters, payments for centrally-funded master teachers will be managed by the base schools. School-funded master teachers will be managed by the schools in which these positions are based, with salaries and on-costs recovered in the same way.

The department is working with schools to ensure that cluster arrangements meet local needs.

Early years resource package

The early years resource package is provided to support the work of each centrally-funded master teacher in a primary school or a school with early years enrolments (including special schools and schools of distance education).

Where schools are clustered, the resource package is to be paid to one school (the ‘early years grant school’) in the cluster as a core grant and shared between eligible schools within the cluster according to local arrangements.
The early years resource package is provided to facilitate the work of the master teachers in improving literacy and numeracy in the early years. Schools are able to make local decisions about using these funds (e.g. for resources, travel, accommodation and professional development) across the life of the program.

The core grant will assist in the ongoing mapping of expenditure under the program and funds can be phased to meet the local needs of master teachers.

Other support

The Computers for Teachers (CFT) program will facilitate the purchase of new devices for centrally-funded master teachers. For more information regarding laptop eligibility and deployment, see the Computers for Teachers OnePortal page (DET employees only).

Schools will meet all other support costs for master teachers as they would for other staff or programs.

To find out more about the Master Teacher initiative, visit: