AQ School Teacher EVP

Autism Queensland's (AQ) Employee Value Proposition (EVP) centres around three pillars under the overarching *Everyday Impact, Every Day* statement. Each reflects a fundamental aspect of AQ's culture and the unique opportunities it offers to its employees.

When you make a choice to teach at an AQ School, you make the choice to transform lives...

Learning for life with leaders who care

We prioritise excellence and evidence-informed practice. You'll be supported and encouraged to keep extending your knowledge and skills for our clients and your career.

Share passion and next level empathy

Life at AQ is about embracing the highs and lows of each moment. Our team shares a profound passion for making a difference, coupled with next-level empathy. We create opportunities for our clients to learn, play, work, and enjoy life. Our shared passion drives us forward.

A better balance. A better way.

Your growth is a priority, with a commitment to supporting your knowledge and skills development. We balance purpose with impact to offer a unique blend of scale and direct influence, with an emphasis on creating a work-life balance tailored to your needs.

A school environment tailored for success:

- ✓ Small classes ranging from 6 – 10 students with staff/child ratios averaging 1:3.
- ✓ A minimum of 1 Teacher Aide in every class and additional allied health and specialist teaching support as required.
- ✓ Classroom teaching program runs from 9:30am–2:30pm.
- ✓ Flexible and inclusive classroom setups (including quiet/sensory friendly rooms).
- ✓ Access to specialised equipment and programs like Sporting Schools Australia.

Work/life balance & flexible working conditions:
- ✓ One (1) day per fortnight for non face-to-face activities (may be worked from home).
- ✓ No weekend attendance at sport or other activities.
- ✓ Additional day per semester to set up and revise personalised learning goals.

Cutting-edge curriculum support:
- ✓ Dedicated curriculum role to streamline resource development.
- ✓ Multi-year level unit plans for English & Mathematics (supporting delivery)
- ✓ Expansion of evidence-based literacy programs like Multi-Lit.
- ✓ Access to resources and technology, with every student provided with either an iPad or laptop)

Professional development opportunities:
- ✓ Significant investment in professional development and access to professional supervision (delivered by internal professional learning team (experts in autism).
- ✓ Support with external professional development opportunities.
- ✓ Transition to Version 9.0 Curriculum with comprehensive support.
- ✓ Programs tailored to career stages (beginning teacher, emerging leader/leadership).

Career growth and recognition:
- ✓ Internal career pathways for professional growth.
- ✓ Leadership development programs for emerging and current leaders.
- ✓ Recognition as a valuable team member at Queensland's peak autism body.

Employee wellbeing & support:
- ✓ Employee wellbeing supports and health benefits through partners such as AccessEAP, Medibank Private Health, and Fitness Passport.
- ✓ Significant salary packaging options.

Salary packaging benefits

Example 1 (salary packaging): A teacher salary of $110,000 per annum will increase their take home pay by 8.22% with salary packaging, making remuneration equivalent to a gross salary of $118,776.

Example 2 (salary packaging with novated lease on electric vehicle): Take home pay increases up to 10.84% when choosing to package a car (5 year novated lease) as opposed to a personal loan over 5 years. In this case the equivalent annual salary is $120,994**.

General information taken from the EZIWAY salary sacrifice calculator (not tax advice). Each person's circumstances will be different and tax advice for your situation should be sought.
***Based on Car value of $40,000; Annual Kms 10,000; Monthly Vehicle Expense Budgets of $400; Electric Vehicle FBT exempt.*

For more information about **EZIWAY Salary Packaging** please visit: https://eziway.net.au/

Read more about working with AQ our website or or get in touch to learn more:

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