

Pay negotiations und overseas teachers

For some years now teachers from the UK and other EU countries have been working in Bremerhaven and Bremen under the so called “Native Speaker Program”.

We are mainly employed as English, French and/or Spanish teachers and thus bring more authenticity into the classroom.

Each teacher employed has a completed EU-wide recognised teacher qualification and works here as a full-time teacher with the corresponding amount of contact time and further duties (including break duty, being a form tutor.) Some of us now have indefinite contracts.

Several of us have joined the GEW teaching union. We have joined because we want a fair salary. With the support of the works council and the teaching union, EU-qualified teachers are now paid TVL 11 (previously TVL 10 – BAT 4) on the pay scale and in Bremerhaven, being bought in house as opposed to being employed by a GGmbH.

We support the demands of the GEW:

„that fully qualified teachers with overseas teaching qualifications are paid in exactly the same way as their colleagues with German teaching qualifications“(Ilse Schaad in 7-8/2009 Erziehung und Wissenschaft).

Below are some concrete examples of just how unequal teachers with overseas qualifications are being treated.

- Colleague A teaches in a vocational school. Since his performance is valued, he is allowed to mentor trainee teachers. As soon as the trainee has the 2nd exam in the bag, the newly qualified teacher receives TVL 13. The mentor himself continues to train teachers and gets TVL 11.
- Colleague B can teach in the upper school in her homeland (e.g. to A-level in the UK) but here in Germany works in a junior secondary school, where she teaches Maths and Physics and gets TVL 11.
- Colleague C teaches in the first junior secondary school in Bremerhaven where children with special needs are integrated into lessons. The relevant experience and an additional qualification (gained overseas) in the inclusion of such pupils is, of course, not recognised and the teachers is paid TVL 11.
- Colleague D teaches in a vocational school. She also teaches courses in preparation for the *Abitur* – the German school leaving certificate. Moreover, she trains FE lecturers in Germany and is on the committee of the IATEFL (International Association of Teachers of English as a Foreign Language). Her colleagues receive TV 13 whilst she herself receives TVL 11. Her colleagues are outraged by this unequal treatment.

We don't want any special treatment und we know that newly employed teachers in Primary School and a junior secondary schools are also under TVL 11 when they are not employed as civil servants which is not offered to non-national colleagues from other parts of the EU.

We are therefore demanding not only fair and equal pay for ourselves, but for all teachers.

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