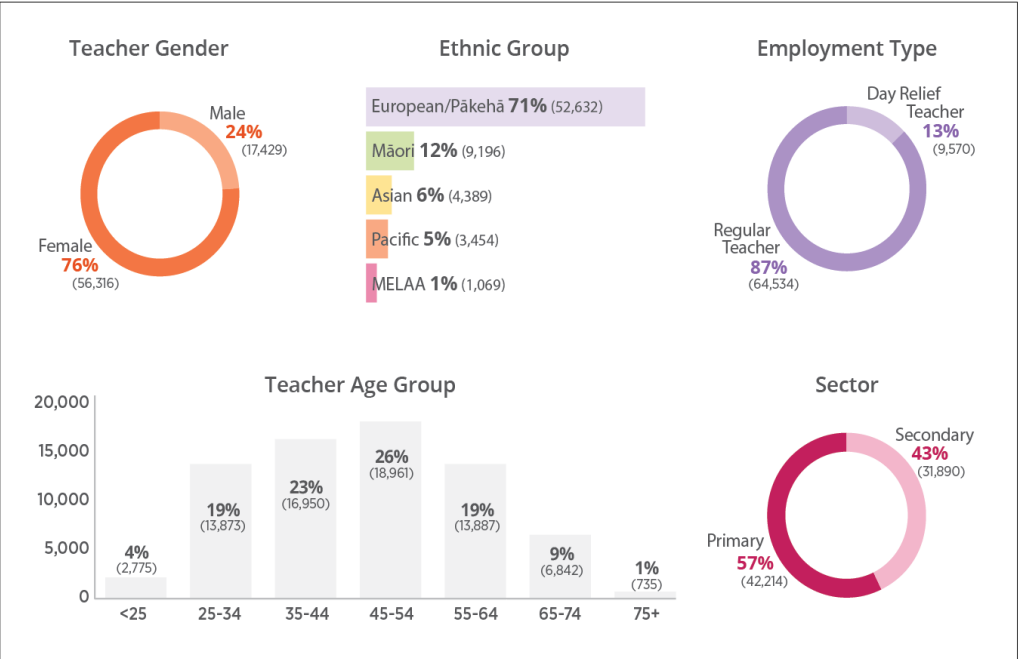


Overview of teachers



Data Insights:Teacher numbers

There were approximately **74,104 total teachers** (by headcount) in state and state-integrated schools in 2023:

- Represents a growth of 1,154 teachers (1.6%) from 2022
- Represents a greater increase than in 2020 (0.3% growth), 2021 (0.6%) or 2022 (1.2%).

The number of regular teachers (permanent and fixed term):

- Grew by 795 (1.2%) between 2022 and 2023
- 63,739 in 2022
- 64,534 in 2023

The number of day relief teachers:

- Increased by 359 (3.9%) between 2022 and 2023
- 9,211 in 2022
- 9,570 in 2023

The number of primary teachers:

- Increased by 407 (1.0%) between 2022 and 2023
- 41,807 in 2022.
- 42,214 in 2023.

Of the 407, 261 were regular teachers and 146 were day relief.

The number of secondary teachers:

- Increased by 747 (2.4%) between 2022 and 2023
- 31,143 in 2022.
- 31,890 in 2023.

Of the 747, 534 were regular teachers and 213 were day relief

Teacher remuneration by sector in 2024

This is the average total remuneration paid to teachers over the school year in 2024 (January to December). It includes salary and any allowances but excludes other pay elements such as KiwiSaver or other superannuation benefits.

Average teacher remuneration broken down by sector in 2024	
Sector	Average teacher income
Primary Teachers	\$94,354
Secondary Teachers	\$100,933
Area School Teachers	\$99,155

Number of units held by teachers by type of sector				
Sector	Permanent	Fixed	Additional	All
Primary	15,854	11,190	1,219	28,264
Area	2,529	1,343	41	3,914
Secondary	20,075	6,756	537	27,368
Total Units	38,458	19,289	1,797	59,546

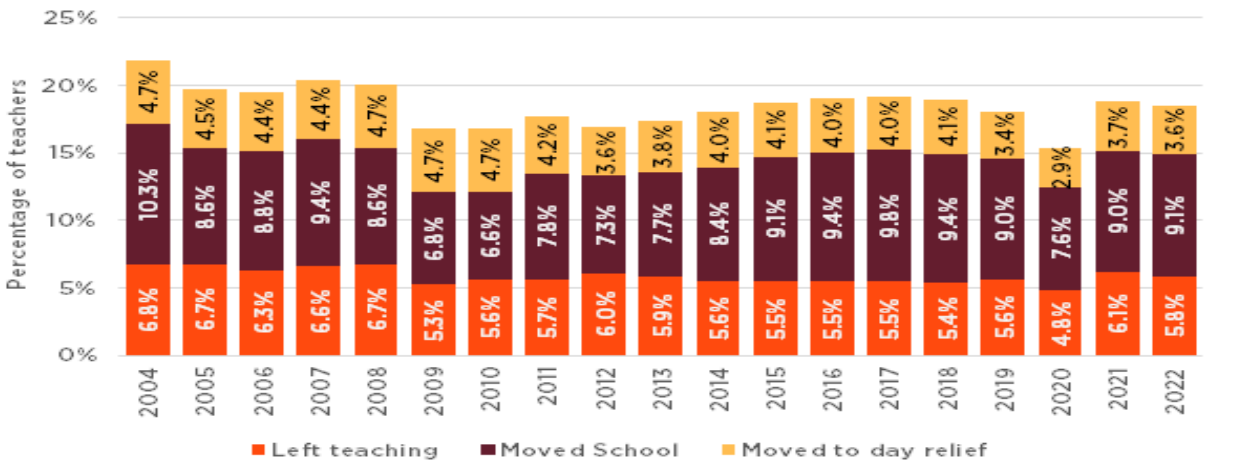
Principal remuneration by sector in 2024

Principal salaries are composed of a unified base salary based on school size, plus various salary components and allowances formulated based on the number of teachers at the school, equity index, experience of the principal, leading and/or teaching in bilingual immersion settings.

Average principal remuneration broken down by sector in 2024	
Sector	Average principal income
Primary Principals	\$151,377
Secondary Principals	\$200,873
Area School Principals	\$171,879

Teacher Turnover

Figure 1 (below): When turnover is separated into its component parts, teachers moving to another school forms the largest component.



Remuneration Scenarios

Beginning teacher remuneration

There is one Unified Base Salary Scale for all trained teachers in state and state-integrated secondary, primary and area schools and in kindergartens. Starting teacher salary is dependent on qualifications and relevant previous job experience.

A qualified teacher without relevant experience or a subject/specialist qualification (such as a bachelor's degree in English or Maths) would currently start at \$61,329.

Those who have a subject/specialist qualification would start at \$64,083. Those with relevant experience can begin further up the scale, at a higher rate.

Trained teachers progress up the scale to the current maximum \$97,920/\$103,086 (without/with subject specialist qualification.)

Average principal remuneration

A principal in a primary school with 1-50 students (U1) would on average earn \$124,693.

A principal in a primary school with 301-500 students (U5) would on average earn \$180,755.

A principal in a secondary school with 1,021-1,200 students (U9) would on average earn \$208,775.

A principal in a secondary school with with 1,601-1,800 students (U12) would on average earn \$240,997.