



08 September 2025

[REDACTED]
Area School Teachers Bargaining Team Advocates

cc [REDACTED], NZSBA

Tēnā koutou katoa

Offer for renewal of the Area School Teachers' Collective Agreement

1. Thank you for the constructive approach to our discussions and the scope for finding common ground about key priorities in education, and teachers' role in enacting these.
2. Following on from our bargaining, the Public Service Commissioner (the Commissioner) wishes to make an offer.
3. Our opening statement noted the importance of:
 - attracting and retaining great teachers and school leaders,
 - building better leadership development pathways,
 - improving how new teachers are supported, and
 - creating more time for teaching in the classroom.
4. The unions have noted the importance of meeting each of their claims in the following categories:
 - Uaratanga - A well-paid profession/ Sufficient and sustainable teacher supply and highly trained
 - Whakaute - A culturally responsive and sustainable profession
 - Tautoko - Well supported
 - Oranga Tonutanga - Work Life Balance
5. This offer aims to meet many of the interests we have heard are important to your members on a fiscally sustainable basis and aimed to deliver effective and responsive education services.
6. Budget 2025 boosted education by investing in over 1,600 new teaching and support roles by 2028, expanding teacher training, and strengthening school leadership. This investment has been committed to, despite tightening of Government spending in other areas.

Key features of the offer

Uaratanga – A well-paid profession/ Sufficient and sustainable teacher supply and highly trained

7. A 26-month term starting from date of ratification.
8. **We offer** the following:
 - a) **Up to 4.7%, pay increases** for teachers at the top of the scale and who do not receive progression:
 - i) Step 10 of the scale for trained teachers increases by \$2,600 from the date of ratification and by \$2,200 12 months following the date of ratification.
 - ii) Step 9 of the scale for trained teachers increases by \$2,448 from the date of ratification and by \$2,108 12 months following the date of ratification.
 - b) **Flat rate increase** for all teachers who are eligible for annual salary progression:
 - i) Steps 1 to 8 of the scale for trained teachers increase by \$1,300 from the date of ratification and by \$1,200 12 months following the date of ratification.
 - ii) For untrained teachers, salary will increase by \$1,300 for all steps from the date of ratification, and \$1,200 for all steps 12 months following the date of ratification.
 - c) The proposed increases to steps 1 through 8 are complemented by annual salary progression (subject to attestation) that delivers increases well above forecast inflation. For example, a trained teacher progressing from Step 4 to Step 6 over two years would see their salary rise from \$70,779 to \$82,724—a 17% increase.
 - d) An untrained teacher moving from Step U1 to U3 would receive an 18% increase over the two-year period through two step movements of \$1,300 at date of ratification, and \$1,200 12 months later.
 - e) These step movements on both the trained and untrained teacher scales, combined with service credit provisions and qualification-based transitions, ensure meaningful and sustained salary growth.
9. **Clarifying wording** for study leave and sabbaticals during the term of the agreement.
10. **Enhanced wording** that provides for greater recognition of untrained teacher service and service for transferred employees.
11. **We note** the Government made early commitments through Budget 2025 to:
 - a) Remove the costs of registration and certification fees for the next three years.
 - b) Streamline pathways for experienced overseas teachers to move to NZ.

Whakaute – A culturally responsive and sustainable profession

12. **We note** that Budget 2025 includes a significant investment in growing fluency in te reo Māori across the education workforce:
 - a) \$14.7 million has been allocated to support up to 51,000 teachers and kaiako in schools and kura to develop their skills in te reo Māori and tikanga Māori for use in the classroom.

- b) This initiative is expected to benefit up to 473,927 students from Years 0 to 13.
 - c) An online delivery model will ensure broad access to learning opportunities and resources, reaching more educators than traditional in-person programmes.
 - d) This investment is designed to strengthen the presence of te reo Māori in teaching and learning, and to support teachers to confidently integrate te ao Māori into their practice.
13. **We note** that in January 2024 the Community Liaison trial, that was agreed as an outcome of the secondary teachers' last bargaining, commenced. We understand that PPTA and the Ministry will continue to meet and review the outcomes this trial has achieved.

Tautoko – Well Supported

14. **We offer** – a new allowance and release time to support NCEA changes for years 11-13. Recognition of the role of Principal's Nominee by creating a new allowance and time release, from the start of term two 2026 through to the end of the 2027 school year, including:
- a) \$2,500 per annum
 - b) 1 hour release time per week.
15. **We note** the Government has made significant investments to support area school teachers through:
- a) implementation of an extra 650 LSCs announced in Budget, greater flexibility for part time LSC appointments is being provided.
 - b) 2+ million extra teacher aide hours annually to support students with diverse and complex needs and teacher aide PLD funding
 - c) Expansion of the Early Intervention Service, adding over 560 new specialists to reduce waitlists and reach children earlier
 - d) The largest boost to Learning Support in a generation, with additional learning support coordinators, and teacher aide hours.
 - e) A reformed ORS funding model that guarantees support for every verified student.
 - f) Additional curriculum advisors to support the delivery of secondary curriculum subjects.
16. This investment is designed to ensure every child can thrive in the classroom, while giving teachers the time and resources to focus on teaching.
17. **We offer** - recognising the pastoral care element contained in Middle Management Allowances (MMA) the rate of the allowance will increase from 28 January 2026 to \$2,400 per annum (a 20% increase to the rate).
18. This is in addition to the new Pastoral Care time allowance, which was agreed in 2023 and commenced in January 2025.

Oranga Tonutanga – Work-Life Balance

19. **We offer** opening the role of Learning Support Coordinator to part time staff, creating opportunity for greater flexibility and job share.

Employer Claims

Creating more time for teaching in the classroom

20. Including additional callback days for PLD purposes specific to NCEA and curriculum and the removal of expenses.

Conclusion

21. This offer balances fiscal responsibility with meaningful improvements to pay and conditions. It reflects shared priorities and a continued commitment to strengthening the teaching profession.
22. The full terms of settlement and a marked change draft collective will be shared in due course. We encourage you to take this offer to members for ratification. The Ministry will publish this offer in 10 working days.

Ngā mihi nui



Advocate for the Public Service Commissioner