



4 September 2025

Tēnā koe

Offer for renewal of the Primary Teachers' Collective Agreement – without prejudice

The Public Service Commissioner and the Ministry recognise the important role the NZEI Te Riu Roa plays in supporting our workforce of dedicated and passionate teachers.

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.

We have listened carefully to member concerns and feedback, particularly regarding cost-of-living pressures. This has allowed us to revise and shape an offer to address the priority areas of pay, pay parity, valuing expertise and to highlight the learning support package being provided to the primary sector.

We are offering meaningful improvements to pay and conditions in a time of fiscal restraint. It reflects shared priorities and a continued commitment to strengthening the teaching profession and outcomes for learners. This offer builds on significant primary teacher pay increases in recent years and fully commits the funding available for settlement of the Primary Teachers' Collective Agreement.

1. Valuing the profession through improved remuneration to address cost of living concerns

Teachers at the top of the scale (steps 9 and 10) will receive a 4.7% increase within 12 months, to address cost of living concerns. This will be delivered as an increase of 2.5% on settlement and 2.1% after 12 months, over a 26-month term, as below.

Step 10 teacher pay will be \$105,686 on ratification and \$107,886 one year later

Step 9 teacher pay will be \$100,368 on ratification and \$102,476 one year later

Trained Teacher Steps	Increase 3 October 2025	Increase 2 October 2026	Percentage increase over the term
Step 10	\$2,600 -2.5%	\$2,200 - 2.1%	4.7%
Step 9	\$2,448 -2.5%	\$2,108 – 2.1%	4.7% if at qualification max 10.2% (with progression to step 10)
Steps 1-8	\$1,300 plus progression	\$1,200 plus progression	2.7%-4.1% (without progression) 10.2%-19% (including progression)

Improved remuneration and costs of living concerns will also be addressed through:

- An increase to the value of salary units from \$4,500 to \$4,700 over the term
- Renewal of the Unified Base Salary Scale, providing pay parity with other teachers
- Budget 2025 has already provided for teaching council certification costs to be met until 2028.

2. Well-Supported Teachers

To support the implementation of an extra 650 Learning Support Coordinators (LSCs) announced in Budget, greater flexibility for part time LSC appointments is being provided. Budget 2025 also delivers:

- 2+ million extra teacher aide hours annually to support students with diverse and complex needs and teacher aide PLD funding
- Expansion of the Early Intervention Service, adding over 560 new specialists to reduce waitlists and reach children earlier
- A reformed Ongoing Resourcing Scheme (ORS) funding model that guarantees support for every verified student

This investment is designed to ensure every child can thrive in the classroom, while giving teachers the time and resources to focus on teaching.

3. Creating more time for teaching in the classroom and professional development

Including additional callback days and removing expenses paid. This will allow for schools to have more time for PLD and to support implementing curriculum changes.

4. Building a highly qualified and expert workforce

Providing greater service recognition when untrained teachers gain teaching certification.

We are clarifying study award priorities and setting a higher expectation for study and research when teachers have paid sabbaticals.

Other matters

- Preserving service entitlements for transferred employees returning to the state sector
- Agreeing a closedown period for annual leave in the summer break to work towards compliance with the Holidays Act
- Ensuring disregarded sick leave is available for illnesses and used appropriately
- Removing administrative barriers for relievers and schools who employ relievers
- The parties agree to promote guidance on classroom release time, including its use to support curriculum changes
- A note will be added to the CA to clarify the use of the beginner teacher time allowance.

Details of the above offer will be in the proposed draft Terms of Settlement and tracked change collective agreement which we will share with you on 9 September.

We are looking forward to discussing this with you then. The Ministry intends to publish this offer on 26 September, 12 working days after it is shared with you.

Nāku noa,



Representative for the Public Service Commissioner