



Terms of Settlement

This section sets out the offer for the renewal of the *Primary Teachers' Collective Agreement (2025 - 2028)* and is to be read in conjunction with the letter of offer and the tracked change collective agreement.

This offer is made by Te Kawa Maataho | Public Service Commission to NZEI Te Riu Roa. It will be subject to ratification by NZEI Te Riu Roa members pursuant to section 51 of the Employment Relations Act 2000.

The terms outlined in this document are valid for ratification by NZEI Te Riu Roa provided ratification is confirmed and the new collective agreement is signed no later than 5pm on 18 August 2025.

The terms outlined in this document will be published by the Ministry of Education on 14 August 2025.

1. Term of agreement

Amend clause 1.4 as follows: This collective agreement is effective from 18 August 2025 and expires on 17 August 2028, except as provided for in s53 of the Employment Relations Act 2000.

2. Remuneration

The base salary scale for Trained Teachers as set out in 3.2 will increase by 1% effective from 18 August 2025, 1% from 18 August 2026 and 1% from 18 August 2027.

Base Salary Scale for Trained Teachers:

Step	Qualification Groups	Rates effective 2 December 2024	Rates effective 18 August 2025	Rates effective 18 August 2026	Rates effective 18 August 2027
1	Q1E, Q2E, Q3E	\$61,329	\$61,942	\$62,562	\$63,187
2	Q3+E	\$64,083	\$64,724	\$65,371	\$66,025
3	Q4E	\$66,586	\$67,252	\$67,924	\$68,604
4	Q5E	\$70,779	\$71,487	\$72,202	\$72,924
5		\$75,340	\$76,093	\$76,854	\$77,623
6		\$80,224	\$81,026	\$81,837	\$82,655
7		\$86,123	\$86,984	\$87,854	\$88,733
8		\$90,960	\$91,870	\$92,788	\$93,716
9	Q3M	\$97,920	\$98,899	\$99,888	\$100,887

10	Q3+M, Q4M, Q5M	\$103,086	\$104,117	\$105,158	\$106,210
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The Base Scale - Untrained Teachers salary scale as set out in 3.4 will increase by **1%** effective from 18 August 2025, **1%** from 18 August 2026 and **1%** from 18 August 2027.

Base Scale - Untrained Teachers:

Step	Rates effective 2 December 2024	Rates effective 18 August 2025	Rates effective 18 August 2026	Rates effective 18 August 2027
Minimum	\$52,468	\$52,993	\$53,523	\$54,058
Maximum	\$54,528	\$55,073	\$55,624	\$56,180

Base Scale- Qualified Speech Language Therapists

Step	Rates effective 2 December 2024	Rates effective 18 August 2025	Rates effective 18 August 2026	Rates effective 18 August 2027
1	\$76,805	\$77,573	\$78,349	\$79,132
2	\$81,462	\$82,277	\$83,099	\$83,930
3	\$86,253	\$87,116	\$87,987	\$88,867
4	\$91,069	\$91,980	\$92,899	\$93,828
5	\$95,638	\$96,594	\$97,560	\$98,536
6	\$100,139	\$101,140	\$102,152	\$103,173
7	\$104,640	\$105,686	\$106,743	\$107,811
8	\$109,139	\$110,230	\$111,333	\$112,446
9	\$113,640	\$114,776	\$115,924	\$117,083

3. Unified Base Salary Scale

The parties agree to renew the unified base salary scale mechanism for the term of the agreement.

4. Increases to Units

The parties agree to increase the value of salary units by approximately **1%** effective from 18 August 2025, **1%** from 18 August 2026 and **1%** from 18 August 2027.

	Current	18 August 2025	18 August 2026	18 August 2027
Unit Value	\$4,500	\$4,545	\$4,590	\$4,635

5. Hard to Staff Allowances

The parties agree to meet within one month following ratification to discuss consolidation of the hard to staff allowances into fewer more meaningful allowances. Any agreed changes will be incorporated by means of a variation.

6. Disregarded Sick Leave

The parties agree to amend the disregarded sick leave provisions to limit DSL to notifiable illnesses and war injuries among other changes. Clause wording is available in the tracked change collective agreement.

7. Rent Subsidy

The parties agree to amend the rent subsidy clause 6.4.3 to change the amount of the subsidy from one sixth to one quarter of the teachers' fortnightly gross salary subtracted from the fortnightly rental cost.

8. Limiting disruption to student learning, increasing flexibility of school operations and removing extra costs for schools

The parties agree to amend clauses 2.10.3 - 2.10.5 to:

1. Add school community events to the purposes in clause 2.10.3
2. Clarify that call backs can be used for evening activities
3. From 28 January 2026:
 - a. increase the number of days teachers can be required to attend school (or elsewhere) when the school is closed to students from up to 10 days to up to 20 days and,
 - b. remove expenses payments to teachers who work onsite or elsewhere when the school is closed for instruction.

9. Learning Support Coordinators

The parties agree to amend clause 3.38.4 about the appointment of Learning Support Coordinators to give greater flexibility for appointing part time roles. Clause wording is available in the tracked change collective agreement.

10. Measures to address short term specialist knowledge supply issues in te reo Māori and Pacific Language teaching

The parties agree to amend provisions to extend the Māori Immersion Teaching Allowance and the Pacific Bilingual Immersion Teaching Allowance to uncertificated teachers (i.e. holders of a Limited Authority to Teach). This allows provision of specialist knowledge in shortage areas for a limited time.

11. Clarify the use of Beginning Teachers Time Allowance

The parties agree to clarify through a note in the collective agreement (following clause 3.27.1) that the beginning teacher time allowance can be used to support either the beginning teacher directly with time or be provided to their mentor teacher to enable support for the beginning teacher, at the discretion of the employing school.

12. Classroom Release Time (CRT) for curriculum and assessment improvements

The parties agree that schools set aside a proportion of teachers' 25 hours per term of classroom release time to support the implementation of new maths and literacy curriculum and assessment improvements for the term of this agreement, subject to clause 3.28.3.

13. Study Awards

The parties agree that:

- the study award criteria will prioritise level 7 and above qualifications.
- Qualifications at level 5 and 6 will be considered by the panel if they meet identified teacher supply needs or educational priorities such as learning support, structured literacy and numeracy, or te reo Māori.
- Applications will be declined that do not meet the study award criteria.

14. Paid Sabbatical Leave

The parties agree to amend the paid sabbatical leave provision to require recipients to:

- Submit their findings to at least one peer-reviewed publication, or
- Produce a research-led equivalent output, or
- Be undertaking a recognised further education related qualification.

15. Closedown Period for Teacher Annual Leave

The parties agree to amend the holidays provisions to clarify that teachers take four weeks of annual leave during the summer break after the end of term four during a close down period. This and other provisions which work towards Holidays Act compliance are detailed in the tracked change collective agreement.

16. Service credit for Commencing Salary

The parties agree to amend the commencing salary provisions to better recognise the prior work experience of untrained employees who, upon gaining their teaching qualification, transition to the trained teacher salary scale. Amended wording of clause 3.5 and Appendix 6 is included in the tracked change collective agreement.

17. Recognition of service for employees transferred to converted (charter) schools who return to state and state-integrated schools

The parties agree to recognise previous service in a Converted School for employees who were transferred to a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020, provided the employee's service is continuous.

Clause 1.6. Definitions will also be amended to include definitions for "Converted School" and "Transferred Employee":

1.6.3 "Converted School" has the same meaning as in clause 114 of Schedule 1 of the Education and Training Act 2020.

1.6.17 "Transferred Employee" means any employee who was transferred from employment in a state or state integrated school to employment in a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020.

Complete wording is available in the tracked change collective agreement.

18. Technical and Readability

The parties agree to technical changes intended to provide clarification and readability. **The tracked change version of the PTCA is provided.** The key technical changes are highlighted below:

- Including the Speech language Therapist pay scale in the collective agreement
- Clarifying that LAT holders/untrained teachers are eligible for 3R payments under clause 3.26 for reasons of recruitment, retention and responsibility
- Improvements for readability and clarification

- Updating for legislation
- Removing defunct provisions

19. Related Matters

If this offer is ratified by 18 August 2025, Education Payroll Limited (EPL) will implement the pay rates by 28 October 2025.

The parties note that following ratification the Secretary for Education will promulgate an individual employment agreement for non-union employees based on the terms and conditions in the collective agreement.

Signed in Wellington on _____ by:

Advocate for NZEI Te Rui Roa

**Advocate for the Public Service
Commissioner**

Witnessed:

For Te Whakarōputanga Kaitiaki Kura o Aotearoa