



5 September 2025

[REDACTED]  
PPTA Secondary Teachers Bargaining Team Advocates

cc [REDACTED], NZSBA

Tēnā koutou katoa

**Offer for renewal of the Secondary Teachers' Collective Agreement**

1. Thank you for meeting with us yesterday to discuss this offer.
2. Following our three days of mediation, the Public Service Commissioner (the Commissioner) wishes to make the following offer for renewal of the Secondary Teachers' Collective.
3. Our mediation was held on a without prejudice basis, and the conversations were invaluable for helping the parties to better understand each other's perspective.
  - a) In our first offer the Commissioner noted the importance of:
    - attracting and retaining great teachers and school leaders
    - building better leadership development pathways
    - improving how new teachers are supported
    - creating more time for teaching in the classroom.
  - b) PPTA has noted the importance of meeting each of its claims in the following categories:
    - A well-paid profession
    - A culturally responsive and sustainable profession
    - Well supported
    - Highly trained
    - Properly resourced
    - Work life balance.

4. The revised offer aims to meet many of the interests we have heard are important to your members on a fiscally sustainable basis and aims to deliver effective and responsive education services.
5. Budget 2025 boosted education by investing in over 1,600 Full Time Equivalent teaching and learning support roles by 2028, expanding teacher training, and strengthening school leadership. This investment has been committed to in Budget 2025 despite tightening of Government spending in other areas.

## **Key Features of the new offer**

### ***A well-paid profession***

6. A 26-month term starting from date of ratification.
7. **An improved remuneration offer** as follows:
  - a) Trained teachers at the top of the scale (step 9 and 10) and who do not receive progression will receive pay increases of up to 4.7% over the 26-month term of the agreement:
    - 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) A flat rate **increase** for all teachers who are eligible for annual salary progression:
    - i) Steps 1 to 8 of the scale for trained teachers will 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 for trained teachers 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 in their pay.
  - d) The proposed increases for untrained teachers will also be complemented by annual salary progression. For example, an untrained teacher moving from Step 1 to 3 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.

***A culturally responsive and sustainable profession***

8. **New in this offer** – the introduction of an allowance for teachers who provide level one immersion teaching virtually or via face-to-face wānanga to another school, pro-rated up to the value of \$6,000 per annum, commencing 28 January 2026.
9. We note that in January 2024 the Community Liaison trial, that was agreed as an outcome of last bargaining, commenced. We understand that PPTA and the Ministry continue to meet and review the outcomes this trial has achieved.

***Well Supported***

10. **Enhanced offer** – Improving our previous offer of the Principal's Nominee allowance by also offering release time from the start of term two in 2026 through to the end of the 2027 school year. The Principal's Nominee will be entitled during this period to:
  - a) an allowance of \$2,500 per annum, pro-rata for part-timers; and
  - b) 1 hour release time per week.
11. We also note the Government has made significant investments to support secondary teachers by:
  - a) The largest boost to Learning Support in a generation, with additional learning support coordinators, and teacher aide hours.
  - b) Additional curriculum advisors to support the delivery of curriculum in secondary schools.
12. Amended wording for teachers in Te Aho o Te Kura Pounamu (Te Kura) under Part 11 in respect to workload and callback days.

***Properly Resourced***

13. **New in this offer** – to recognise the pastoral care requirement of the 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).
14. We note that the Pastoral Care time allowance, agreed in the 2023 bargaining, commenced in January 2025.

***Work-Life Balance***

15. Opening the role of Learning Support Coordinator to part time staff, creating opportunity for greater flexibility and job share.

***Sufficient and Sustainable Secondary Teacher Supply***

16. Enhanced wording that provides for greater recognition for untrained teachers who upon gaining their teacher qualifications have transferred to the trained teacher salary scale.
17. Preserving greater service entitlements for employees who have transferred to converted (charter) schools and returned to the state sector.

18. We also 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.

## **Employer Claims**

### ***Creating more time for teaching in the classroom***

19. **Amended** – We have reduced the number of additional callback days we are seeking from 10 to eight and have clarified that expenses will not apply for callback days.

### ***Building better leadership development pathways***

20. Clarifying wording for study leave in respect to study awards, and sabbaticals during the term of the agreement.

## **Conclusion**

21. This offer balances fiscal responsibility with meaningful improvements to teachers' 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/tracked change draft collective will be shared in due course, and we will encourage you to take this offer to members for ratification.
23. The Ministry will publish this offer in 10 working days after we have provided terms of settlement to you.

Ngā mihi nui



Advocate for the Public Service Commissioner