

Terms of Settlement

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

This offer is made by Te Kawa Mataaho | Public Service Commission to PPTA Te Wehengarua. This offer is subject to ratification by PPTA Te Wehengarua members pursuant to section 51 of the Employment Relations Act 2000 and will be deemed to have lapsed if it is not ratified by 5pm on 3 October 2025 and signed by 5pm on 7 October 2025.

The terms outlined in this document and the letter of offer will be published by the Ministry of Education on 19 September 2025.

1. Term of agreement

Amend clause 1.6 as follows: This collective agreement is effective from [the date of ratification] and expires [26 months following the date of ratification], except as provided for in s53 of the Employment Relations Act 2000.

2. Remuneration

The Base Salary Scale – Trained Teachers as set out in clause 4.1.1 will increase by

- \$1,300 for steps 1-8; by \$2,448 per annum for step 9 and by \$2,600 for step 10 from the date of ratification, and
- \$1,200 for steps 1-8; by \$2,108 per annum for step 9 and by \$2,200 for step 10 12 months following the date of ratification

Amendments are as set out in the table below.

Base Salary Scale – Trained Teachers:

Step	Qualification Groups	Rates effective 2 December 2024	Rates effective date of ratification	Rates effective 12 months following the date of ratification
1	G3E	\$61,329	\$62,629	\$63,829
2	G3+E	\$64,083	\$65,383	\$66,583
3	G4E	\$66,586	\$67,886	\$69,086
4	G5E	\$70,779	\$72,079	\$73,279
5		\$75,340	\$76,640	\$77,840

6		\$80,224	\$81,524	\$82,724
7		\$86,123	\$87,423	\$88,623
8		\$90,960	\$92,260	\$93,460
9	G3M	\$97,920	\$100,368	\$102,476
10	G3+M, G4M, G5M	\$103,086	\$105,686	\$107,886

The Base Scale - Untrained Teachers as set out in clause 4.1.3 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

Amendments are as set out in the table below.

Base Scale - Untrained Teachers

Step	Qualification Groups	Rates effective 2 December 2024	Rates effective date of ratification	Rates effective 12 months following the date of ratification
U1	G1, G2, G3E	\$53,155	\$54,455	\$55,655
U2		\$55,316	\$56,616	\$57,816
U3	G4E	\$60,327	\$61,627	\$62,827
U4	G5E	\$61,954	\$63,254	\$64,454
U5		\$64,457	\$65,757	\$66,957
U6		\$68,213	\$69,513	\$70,713
U7	G1M	\$73,594	\$74,894	\$76,094
U8	G2M	\$78,976	\$80,276	\$81,476
U9		\$85,735	\$87,035	\$88,235
U10	G3, G4, G5M	\$88,864	\$90,164	\$91,364

3. Extend provision for service credit

Amend clause 4.2.2 to better recognise the prior work experience of untrained teachers who, upon gaining their teaching qualification, transition to the trained teacher salary scale. Amended wording is as follows:

4.2.2 Commencing Salary

- (a) *The starting salaries of teachers who have Teaching Council of Aotearoa New Zealand registration and who also have a qualification defined by a 'G' notation are noted alongside the Base Salary Scale – Trained Teachers.*
- (b) *The starting salaries of teachers who do not have Teaching Council of Aotearoa New Zealand registration but have a qualification defined by a 'G' notation are noted alongside the Base Scale – Untrained Teachers.*
- (c) *Teachers who do not have a subject/specialist qualification defined by a 'G' notation and who do not have Teaching Council of Aotearoa New Zealand registration commence on step one of the Base Scale – Untrained Teachers.*
- (d) *Untrained teachers who are subsequently granted a practicing certificate from the Teaching Council of Aotearoa New Zealand, will:*
 - (i) *subject to (ii and iii) below, translate to the entry step for their qualification group on base salary scale for trained teachers. If the teacher's salary is already at or above the applicable entry step for their qualification group on the base salary scale for trained teachers, they will translate to the step that is the next highest rate on the scale. The date of this change will become their new anniversary date for salary progression purposes.*
 - (ii) *Where the teacher has service as an untrained teacher in a state or state integrated school that has not contributed to progression on the base scale - untrained teachers, they will have this service included in their assessment under Appendix A.*
 - (iii) *Where the teacher had relevant work experience and/or other teaching service already counted in the teacher's first salary assessment, provided their employment as an untrained teacher occurred while they were undertaking their initial teacher education programme (recognised by the Teaching Council of Aotearoa New Zealand), they will have this work and/or service included in their assessment under Appendix A.*
- (e) *In exceptional circumstances the Secretary for Education may exercise discretion in the placement or progression of a teacher within the salary scale, having regard to a teacher's previous service and professional, technical, practical or other suitable experience, subject to the provisions of Appendix A.*

4. Learning Support Coordinators

Amend clause 4.27.4 to allow employment of Learning Support Coordinators in a part-time capacity. Clause wording is replaced as follows:

4.27.4 Coordinators can be employed full-time or part-time, including job share arrangements as agreed by the employer.

5. Middle Management Allowances

Amend clause 4.3A by increasing the value of MMAs from 28 January 2026 as follows:

4.3A.6 Each Middle Management Allowance will generate an additional annual salary payment of \$2,000 per annum increasing to \$2,400 from 28 January 2026.

6. Study Leave

Amend clause 6.6.6 with additional note as follows:

Note 2: Preference for a study award will be given to a teacher completing a Level 7 qualification or higher OR a published research output that aligns with Ministry priorities.

7. Sabbatical Leave

Amend clause 6.6.7 with an additional note as follows:

Note 3: Preference will be given to applications that include one of the following outcomes:

- *Submit findings to at least one peer reviewed publication, or*
- *Provide a research-lead equivalent output, or*
- *Complete a recognised further education related qualification.*

Applications that meet one or more of these criteria will be prioritised for approval within any 12-month period. Once these have been considered, further applications may be reviewed subject to available capacity and resources.

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

Amend clause 1.8 by adding sub-clauses 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.

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

(n) "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.

9. Definition of Untrained Teacher

Amend clause 1.8 (h) as follows:

(ii) Untrained Teacher means a teacher who is employed with a Limited Authority to Teach granted by the Teaching Council of Aotearoa New Zealand or as provided in s93(3) and (4) of the Education and Training Act 2020.

10. Disregarded Sick Leave

Amend clause 6.2.8 with new sub-clause to clarify its original intention as follows:

(iv) Disregarded sick leave will not be granted:

- *For stress or non-physical illnesses from events that give rise to a complaint against the employer or for a claim for a personal grievance*
- *For stress or illnesses that have resulted from the employee being subject to a disciplinary or performance management / competence process*

- *Where the employer has agreed to support an application for disregarded sick leave as part of a negotiated exit from employment.*

11. Principal's Nominee Allowance

New clause 4.28 introduces an allowance for the Principals Nominee, as follows:

Principal's Nominee

- 4.28.1 The Board will be able to appoint one teacher as the Principal's Nominee for responsibilities associated with the school's NZQA-accredited Consent to Assess during the school year. The appointed teacher will be entitled to an allowance of \$2,500 per annum, pro-rated if the teacher is part-time.*
- 4.28.2 This allowance is in addition to any units or other allowances the teacher may receive.*
- 4.28.3 Each holder of the Principal's Nominee Allowance will be entitled to one hour of timetabled non-contact time.*
- 4.28.4 Clause 4.28 applies from the start of term two 2026 to the end of the 2027 school year (being 27 January 2028), following which it will cease to apply and have no effect.*

12. Immersion Virtual Teaching Allowance

New clause 4.29 introduces an allowance for teachers who provide level one immersion teaching virtually or via face-to-face wānanga to another school, as follows:

Immersion Virtual Teaching allowance

- 4.29.1 From 28 January 2026, a teacher who is providing level one immersion teaching virtually to another school or kura, or via face-to-face wānanga with students from a group of schools or kura which have been approved by the Ministry, will be eligible for an allowance provided the eligible classes equate to at least 0.2 FTTE.*
- 4.29.2 The allowance of \$6,000 per annum will be pro-rated based on the hour(s) of eligible classes as a proportion of twenty hours (regardless of whether the teacher is employed full-time or part-time).*
- 4.29.3 This allowance is not available to short-term relievers or teachers employed by Te Aho o Te Kura Pounamu.*

Note: The Ministry will develop guidance for the application of the allowance in consultation with the union prior to the start of the 2026 school year.

13. Term Breaks and Other Times When Schools Are Not Open for Instruction

Amend provisions to enable teachers to participate in duties such as administration, professional learning and community events whilst limiting disruption to learning by amending clauses 5.6.2, 5.6.3 and 5.6.4 as follows:

- 5.6.2 The employer may require teachers to participate in professional development opportunities at times when the school is not open for instruction, provided that:*
- a) teachers cannot be required to attend during a closedown period under clause 6.1.3; and*
 - b) teachers are not required to attend for more than nine days, or equivalent, per school year; and*
 - c) the employer takes account of individual teacher needs; and*
 - d) teachers' own initiatives in undertaking professional development during time when the school is not open for instruction are considered*
- 5.6.3 The employer may require teachers to attend school or elsewhere when the school is not open for instruction, provided that:*

- a) *the time is used for all or any of the following purposes – school administration, preparation and coordination, departmental or related activities and community, parent and whānau contact and liaison, including evening activities such as prizegiving, and open evenings; and*
- b) *teachers cannot be required to attend during a closedown period under clause 6.1.3; and*
- c) *teachers are not required to attend for more than nine days, or equivalent, per school year; and*
- d) *the employer endeavours to arrange matters at the school in such a way that any requirement under this clause is not unreasonable; and*
- e) *the employer takes account of teachers' individual needs; and*
- f) *teachers' own initiatives in undertaking work for the above purposes are counted.*

5.6.4 Until 27 January 2026 where teachers are required to attend school or elsewhere when the school is not open for instruction pursuant to clauses 5.6.2 and 5.6.3 above, they will only be reimbursed for any actual and reasonable costs incurred. From 28 January 2026, this provision, clause 5.6.4 will no longer apply.

14. Te Aho o Te Kura Pounamu Hours of Work

Amend Part 11 by inserting new wording as follows:

11.2.5 A teacher's work is any activity required to fulfil the expectations of their role or to undertake the duties assigned to them to meet the learning and wellbeing needs of ākonga. It is recognised that workload will vary and that teachers will be required to work such hours in any week as may reasonably be required to enable them to properly fulfil their responsibilities.

11.2.6 Teachers have flexibility in how they manage their allocated workload and are responsible for raising any workload issues with their employer proactively. When raising a workload issue, the teacher should provide supporting information.

Where a teacher raises a workload issue, the employer and the teacher will discuss this with the goal of addressing any reasonable workload concerns. The employer, acting reasonably, will consider the information provided by the teacher and provide the teacher with a written confirmation of whether or not they agree that there is a workload issue and the reasons for this.

Where the employer agrees that there is a workload issue, they will work with the teacher to take reasonable steps to manage it.

11.2.7 Nothing in clause 11.2.6

- (a) prevents the employer from providing help, advice or guidance to a teacher to help them manage workload; or*
- (b) prevents the employer from initiating the process in clause 3.3 where they consider that the workload issues have arisen as a result of performance issues.*

Times During a Term Break

11.2.8 The employer may request the services of a teacher during term breaks for a total of up to five days in any 12-month period for the following purposes to:

- a) participate in professional development opportunities and*
- b) for school administration, preparation and coordination and/or departmental or related activities and/or community, parent and whānau contact and liaison.*

11.2.9 *The employer will provide the teacher with reasonable notice of a request and wherever possible will take the needs of the individual teacher, and their own initiatives where they can demonstrate they relate to the purpose of the day(s), into account.*

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15. Discussion group on consolidating allowances

The parties agree to meet over the term of the agreement to discuss how the current hard to staff allowances available to secondary teachers could be improved, by consolidating them into fewer, more meaningful, better targeted, and more purposeful allowances that are more effective in supporting teacher supply. Allowances that could be consolidated include the Isolation Allowance, Staffing Incentive Allowance, and (High) Priority Teacher Supply Allowance(s).

16. Technical changes

The parties agree to technical changes intended to provide clarification and readability. **The tracked change version of the STCA is provided.**

17. Related Matters

If this offer is ratified by 3 October Education Payroll Limited (EPL) will implement the pay rates by 09/12/2025

Signed in Wellington on _____ by:

Advocate for PPTA Te Wehengarua

**Advocate for the Public Service
Commissioner**

Witnessed:

For Te Whakarōputanga Kaitiaki Kura o Aotearoa