

24 September 2025

██████████
Advocate
NZEI Te Riu Roa

Tēnā koe ████████,

On behalf of the Secretary for Education, I am pleased to make the following offer to settle a renewed ***Kaiārahi i te Reo and Therapists' Collective Agreement 2025-2027***.

We have listened to your members' concerns, and our revised offer includes:

- **A 2.1% increase on all printed rates from 15 October 2025.**
- **A 20-month term.**
- **New Team Leader Allowance for Therapists** of \$3,000 per annum, for those who lead a team of three or more therapists.
- **Provision of approved provider PLD for staff** who work directly with students who experience behavioural or learning needs associated with neurodiversity. This fund will provide up to \$4.5 million total (inclusive of administration costs) over the life of the fund.
- **Increase the Motor Vehicle Allowance rate** from 62c to 83c per kilometre.
- **Increase from 3 to 5 days**, the number of calendar days an employee must be sick for before a medical certificate can be requested by the employer.
- **Send targeted communications to schools regarding reviewing employment** of employees under coverage of the KRCA who have been on fixed term agreements of longer than two years.
- **Recognition of service for employees transferred to charter schools** under section 119 of the Education and Training Act (2020) if they return to a role under coverage of this collective agreement.
- **Provisions which recognise workplace delegates.**
- Employers will be required to consider the duties for a role when determining hours and weeks of work and specify these in letters of offer. **Te Whakarōputanga Kaitiaki Kura o Aotearoa | the New Zealand School Boards Association and NZEI Te Riu Roa will create guidance to support this.**
- **Clarity and consistency of conditions throughout the collective agreement** including:
 - confirmation that employers can pay above the therapists' printed rates for additional leadership or management responsibilities,
 - clarification for the circumstances and process for the reimbursement of professional fees for therapists
 - changes which clarify good practice when employment issues arise,
 - technical changes which improve readability.

This offer ensures those at the top of the scale (without automatic progression) get a 2.1% increase over the term. Those who have annual progression will see their salary increase between 4.0% and 13.0%, over the 20-month term, assuming a start of year anniversary date.

From the date of ratification, a kaiārahi i te reo working 40 hours per week for 40 weeks of the year will receive an increase of between \$0.85 and \$1.06 per hour or between \$1,360 and \$1,696 per year. All therapists on a full-time salary will receive between \$0.81 and \$1.19 per hour or between \$1,592 and \$2,361 per year.

Examples:

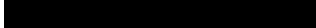
A kaiārahi i te reo on Grade 1, Step 5 will receive a \$0.94 increase per hour (2.1%). Assuming start of year progression, they will be on Grade 1, Step 6 within 6 months and receive a further \$0.96 per hour (4.3% increase since ratification including progression).

A therapist on Step 5 will receive a \$0.97 increase per hour (2.1%). Assuming a start of year progression, they will be on Step 6 within 6 months of ratification. On Step 6 they will receive a further \$1.01 per hour. This adds up to a 6.9% increase including progression since the date of ratification.

The full printed rates on offer are included in Appendix A – Terms of Settlement.

We are pleased to advise that if this offer is accepted, additional funding will be provided to schools to enable the settlement.

Nāku noa, nā


Advocate for the Secretary for Education

Appendix A: Terms of Settlement

This section sets out the components of the settlement of the *Kaiārahi i te Reo and Therapists' Collective Agreement (2025 - 2027)*.

This offer is made by the Secretary for Education and NZEI Te Riu Roa. It shall 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 16 October 2025.

1. Term of agreement

The *Kaiārahi i te Reo and Therapists' Collective Agreement (KRCA) 2025-2027* will be a 20-month term effective from the date of ratification, provided it is signed no later than 5pm 16 October 2025.

2. Pay rates for Kaiārahi i te Reo

The parties agree that the pay rates for kaiārahi i te reo are as shown below:

Work Matrix Grade	Step	Current rates	Hourly rates effective 15 October 2025
1	1	\$40.67	\$41.52
	2	\$41.64	\$42.51
	3	\$42.60	\$43.49
	4	\$43.56	\$44.47
	5	\$44.53	\$45.47
	6	\$45.50	\$46.46
2	1	\$46.47	\$47.45
	2	\$47.43	\$48.43
	3	\$48.40	\$49.42
	4	\$49.37	\$50.41
	5	\$50.33	\$51.39

3. Pay rates for Therapists

The parties agree that the pay rates for therapists are as shown below:

Step	Current rates	Hourly rates effective 15 October 2025
1	\$75,800	\$77,392
2	\$78,613	\$80,264
3	\$82,796	\$84,535
4	\$86,975	\$88,801
5	\$91,162	\$93,076
6	\$95,453	\$97,458
7	\$99,743	\$101,838
8	\$104,032	\$106,217
9	\$108,321	\$110,596
10	\$112,442	\$114,803

4. Therapist Team Leadership Allowance

The parties agree to include the following provision for therapists who lead three or more therapists in their school. The wording is as follows:

5.8 Team Leader Allowance

5.8.1 *Where an employer employs four or more therapists they may allocate at their discretion an allowance of \$3,000 per annum to the therapist(s) who are designated to lead a team.*

5.8.2 *Where the employer allocates a Team Leader Allowance, the employer will specify in writing what duties the allowance is being allocated for, and whether those duties are for a fixed duration or will be ongoing.*

5.8.3 *Where the employer no longer requires the employee to perform the duties in clause 5.8.2, or no longer employs four or more therapists, the employer must provide 1 month's written notice of the termination of the allowance.*

5.8.4 *Where a part-time employee is designated as a team leader, the Team Leader Allowance will be pro-rated based on the employee's agreed ordinary hours of work relative to a full-time equivalent.*

5. Professional Learning and Development fund

The parties have agreed that the Ministry will establish and administer a professional and learning development (PLD) fund of up to \$4.5 million (inclusive of administration costs) available to staff whose work falls within coverage of the *Support Staff in Schools and Kaiarahi i te Reo and Therapist Collective Agreements* and who work directly with neurodiverse students to support students' participation and progress.

This fund will open by Term 4 2026 and will provide PLD through Ministry approved providers until the end of 2027 or the funds are exhausted.

The fund will cover the cost of the approved PLD, staff members' remuneration for the time attending the course, the Ministry's administration costs, and reasonable travel and accommodation costs of up to \$500 if the staff member:

- is located more than 100km from a population centre of more than 20,000 people, or
- has to travel to a specialist course that is only delivered in limited locations of 100km or more away, or
- has to travel between islands.

6. Motor Vehicle Allowance increase

The parties agree to increase the motor vehicle allowance to \$0.83 per kilometre.

5.1.1 Employees required by their employer to use their own vehicles for school business will be paid an allowance of \$0.83 per kilometre.

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

The parties agree to amend clauses 6.2 Service for Annual, Sick and Long Service Leave Purposes, 6.3 Annual Leave, and 6.4 Long Service Leave 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 1.3 Definitions will also be amended to include definitions for "Converted School" and "Transferred Employee":

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

1.3.5 "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.

8. Fixed Term Agreements

The parties agree that the Ministry will communicate directly to schools where data identifies that employees under coverage of the KRCA have been employed on fixed term agreements for longer than two years. The communication will encourage schools to consider a review of employment documentation with the assistance of the New Zealand School Board's Association, if required, to make sure that any fixed-term agreements are for genuine reasons based on reasonable grounds (as specified in the KRCA). The Ministry will send one communication to all identified schools by end of September 2026. Clause 2.2 has been amended to confirm the requirements for fixed term appointments.

9. Hours of Work for Term Time Employees

The parties agree to amend clause 2.2.2 to require employers to specify the hours and weeks of work in letters of offer and to consider the duties required for a role when doing so.

Complete wording is available in the tracked change collective agreement.

The parties agree that NZEI Te Riu Roa and Te Whakarōputanga Kaitiaki Kura o Aotearoa | New Zealand School Boards Association will develop guidance to support this including how to correctly load these roles in the payroll system.

10. Conduct and Performance

The parties agree to amend the current Part 8 Complaints and Discipline clauses and rename to Conduct and Performance. These amendments set out a more detailed process for conduct concerns (clause 8.1) and introduce a separate process for performance matters (clause 8.4). **The changed Part 8 is detailed in the tracked changes of the KRCA provided.**

Te Whakarōputanga Kaitiaki Kura o Aotearoa | New Zealand Boards Association has agreed to produce guidance for employers, in consultation with NZEI Te Riu Roa, to assist them in understanding the clarified conduct and performance provisions.

11. Part 10 Employment Protection and Surplus Staffing Provisions

The parties agree to meet over the term of the agreement to progress technical changes to Part 10: Employment Protection and Surplus Staffing Provisions. The parties' intention is to improve clarity around process and readability for employees and employers. Any agreed changes will be incorporated into the collective agreement by the way of a variation.

12. Extension to the medical certificate timeframe

The parties agree to amend clause 6.5.3 (d) Sick Leave, as follows:

(d) If requested by the employer, an employee will produce a medical certificate or other evidence for absences exceeding five or more consecutive calendar days, whether or not the days would otherwise be working days for the employee.

13. Recognition of Workplace delegates

The parties agree to the following wording regarding recognition of workplace delegates:

11.4 Worksite Representative (WSR)/Union Delegate Entitlements

11.4.1 The employer will recognise the appointed or elected WSR/union delegate and their role in representing union members.

11.4.2 WSR/Union delegates have entitlements set out in section 18A of the Employment Relations Act 2000 relating to reasonable paid time for union activities. In addition to these entitlements, the employer, on request, will provide a communication channel (notice board or online) to enable the union delegates to share union notices and information with employees.

14. Technical changes

The parties agree to a number of technical changes intended to clarify employment settings, provisions, and readability. **The tracked change version of the KRCA is provided.** Key technical changes are highlighted below:

- Clarification on requirements when making appointments, and definitions of employment settings including term time only employees (clauses 2.2, 2.4 and 2.5)

- Removal of grandparented hours of work under *Therapist Hours of Work*, which is not applicable to current employees (clause 2.6.2)
- Clarification that employers can pay above printed rates for additional leadership responsibilities for therapists (clause 3.2.1.1)
- The application of the tiaki allowance to include cleaning the student and the environment (clause 5.5)
- Clarification for the circumstances and process for the reimbursement of professional fees for therapists (clause 3.2.4)

All changes to the collective agreement are set out in the tracked change collective agreement provided.

15. Related Matters

Provided that the settlement is ratified and signed by 16 October 2025, Education Payroll Limited (EPL) has committed to implement the pay rates and increased motor vehicle allowance no later than in pay period 20, paid on 23 December 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 Riu Roa

Advocate for the Secretary for Education

Witnessed:

For Te Whakarōputanga Kaitiaki Kura o Aotearoa