

10 October 2025

[REDACTED]
Te Amorangi/President

PPTA Te Wehengarua

By email: [REDACTED]

[REDACTED]
Pou Ārahi Matua/General Secretary

PPTA Te Wehengarua

By email: [REDACTED]

Tēnā kōrua Chris and Kirsty

Revised Offer for renewal of the Secondary Teachers' Collective Agreement

1. Thank you for meeting with us yesterday and last week to further discuss PPTA's priorities in forming a new offer for the renewal of the Secondary Teachers' Collective Agreement. We have listened very carefully to your concerns and examined each issue, ensuring that our response effectively addresses your concerns, to the extent possible.
2. These conversations have been held on a high-trust basis and in good faith, considering your assurances that you would like to agree a settlement for secondary teachers, rather than take further industrial action.
3. In our discussions you confirmed the most significant barrier to an agreement was the Government's claim on increasing the number of Callback days. You indicated if we were to withdraw our claim for an increase in these days, this would make achieving a settlement much easier for your members.
4. We have taken you at your word, noting that if we were to produce an improved offer, we would want a show of good faith by PPTA not proceeding with proposed strike action next week and instead putting energy into ratification before the 23 October 25.
5. As you are aware from our exchanges today, I have personally spoken to the Minister about revising the Government's position on the claim for additional call-back days. With much reservation, I am withdrawing the claim, maintaining the number of days at 10, and holding them in the term break, in the interest of not disrupting student learning. It is contingent on ensuring that the approach to expenses for these days change, and that the Secretary for Education can require how some of these days are used. To this end we have offered that the parties will produce guidance to school boards.

6. I also heard you when you talked about the increases that were offered to the top of the scale needing to flow to all teachers, regardless of progression. This offer now includes an increase in year one of 2.5% and in year two of 2.0% for a term of 30 months.
7. If this offer is not ratified by your members by the 22 October 25 and signed by 4pm on 23 October 25, the offer will expire. Then I have been clear that we will urgently seek facilitation to resolve the impasse. The edges of the funding envelope have been well and truly reached. That being said we remain confident that you will be able to represent this offer to your members in a positive light.

Key Features of the new offer

8. A 30-month term starting from date of ratification.
9. 2.5% across the board increase for trained and untrained teachers from 5 Nov 2025.
10. 2.0% across the board increase for trained and untrained teachers from 04 Nov 2026.
11. An increase of MMA's to \$2,400 from the start of the next school year (ie from 28 January 2026).
12. 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.
13. An update to our previous offer of the Principal's Nominee to include the option instead for a Curriculum Change Lead. From the start of term two in 2026 through to the end of the 2027 school year, the Principal's Nominee/ Curriculum Change Lead 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.
14. Amended wording for teachers in Te Aho o Te Kura Pounamu (Te Kura) under Part 11 in respect to workload and callback days.
15. Opening the role of Learning Support Coordinator to part time staff, creating opportunity for greater flexibility and job share.
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. Expenses will not apply for callback days, and the claim for an increase in callback days is withdrawn. The parties will meet to refresh the guidance for callback days for schools. This work will be completed by 27 January 2026.
19. Clarifying wording for study leave in respect to study awards, and sabbaticals during the term of the agreement.

Conclusion

20. 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.
21. We have worked at pace this afternoon to get you this offer in writing. The terms of settlement are attached as "errors and omissions excepted" and a marked/tracked change draft collective will be shared in due course.
22. I encourage you to take this offer to members for ratification.

Yours sincerely

[REDACTED]

Te Tumu Whakarae mō Te Kawa Mataaho
Public Service Commissioner | Head of Service