



For PPTA Executive discussion 10 Oct. 25

Errors & Omissions Excepted

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 a strike notice is received or if it is not ratified by midday on 22 October 2025 and signed by 5pm on 23 October 2025.

1. Term of agreement

Amend clause 1.6 as follows: This collective agreement is effective from [the date of ratification] and expires [30 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:

- 2.5% 05 Nov 2025 and
- 2.0% 04 Nov 2026.

Amendments are as set out in the table below.

Base Salary Scale – Trained Teachers:

Step	Qualification Groups	Rates effective 2 December 2024	Rates effective 05 Nov 2025	Rates effective 04 Nov 2026
1	G3E	\$61,329	\$62,862	\$64,119
2	G3+E	\$64,083	\$65,685	\$66,999
3	G4E	\$66,586	\$68,251	\$69,616
4	G5E	\$70,779	\$72,548	\$73,999
5		\$75,340	\$77,224	\$78,768
6		\$80,224	\$82,230	\$83,874
7		\$86,123	\$88,276	\$90,042

8		\$90,960	\$93,234	\$95,099
9	G3M	\$97,920	\$100,368	\$102,475
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:

- 2.5% 05 Nov 2025 and
- 2.0% 04 Nov 2026.

Amendments are as set out in the table below.

Base Scale - Untrained Teachers

Step	Qualification Groups	Rates effective 2 December 2024	Rates effective 05 Nov 2025	Rates effective 04 Nov 2026
U1	G1, G2, G3E	\$53,155	\$54,484	\$55,574
U2		\$55,316	\$56,699	\$57,833
U3	G4E	\$60,327	\$61,835	\$63,072
U4	G5E	\$61,954	\$63,503	\$64,773
U5		\$64,457	\$66,068	\$67,390
U6		\$68,213	\$69,918	\$71,317
U7	G1M	\$73,594	\$75,434	\$76,943
U8	G2M	\$78,976	\$80,950	\$82,569
U9		\$85,735	\$87,878	\$89,636
U10	G3, G4, G5M	\$88,864	\$91,086	\$92,907

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 Starting Rates Apply as Follows
Application of Salaries

- (a) *The starting salaries of teachers who have a practicing certificate from the Teaching Council of Aotearoa New Zealand and who also have a qualification defined by a 'G' notation are noted alongside the salary scale*
- (b) *The starting salaries of teachers who do not have a practicing certificate from the Teaching Council of Aotearoa New Zealand but have a qualification defined by a 'G' notation are noted alongside the Base Scale – Untrained Teachers.*
- (c) *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 as follows:

(iv) Disregarded sick leave will not be granted:

- *For stress-related or non-physical illnesses, where circumstances leading to a complaint against the employer or a personal grievance have contributed to the illness.*
- *For stress-related or non-physical illnesses, where the employee being subject to a disciplinary or performance management process has contributed to the illness*
- *Where the employer has agreed to support an application for disregarded sick leave as part of settlement of an employment relationship problem or a negotiated exit from employment.*

Note: Disregarded sick leave is still available where the stress-related illness or non-physical illness is not excluded above.

11. Curriculum Change Lead/Principal's Nominee Allowance

New clause 4.28 introduces an allowance for the Curriculum Change Lead/Principals Nominee, as follows:

4.28 Curriculum Change Lead/Principal's Nominee allowance

4.28.1 Each secondary school is entitled to allocate this allowance to one teacher appointed as either the:

- a) Curriculum Change Lead – responsible for leading curriculum development and implementation in alignment with the Ministry of Education's guidelines and priorities; or
- b) Principal's Nominee – responsible for overseeing the school's NZQA-accredited Consent to Assess during the school year.

4.28.2 The appointed teacher is entitled to an allowance of \$2,500 per annum, pro-rated if the teacher is part-time. The allowance is in addition to any units or other allowances the teacher may receive.

4.28.3 The appointed teacher is entitled to one additional hour of timetabled non-contact time while they hold the role.

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

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, and 5.6.3, and removing clause 5.6.4 as follows:

5.6 Term Breaks

- 5.6.1** Except as outlined in clause 5.6.2, teachers will not be required to attend school (except by agreement) during:

- term breaks, or
- on weekends that the school is not open for instruction or public holidays.

5.6.2 Boards may require teachers to attend school or elsewhere, during term breaks (except on weekends or public holidays unless by agreement), for all or any of the following purposes:

- purposes as directed by the Secretary for Education
- professional development
- school administration
- preparation and coordination
- departmental or related activities
- community, parent and whānau contact and liaison

provided that:

- a. teachers cannot be required to attend during a closedown period under clause 6.1.3;
- b. teachers are not required to attend for more than ten days, or equivalent, per school year;
- c. the employer will:
 - a. take account of individual teacher needs
 - b. consider the teacher's own initiatives in undertaking work for the above purposes
 - c. provide teachers with reasonable notice, and
 - d. endeavour to arrange matters at the school in such a way that any requirement under this clause is not unreasonable.

Note: This provision does not apply to teachers in Te Aho o Te Kura Pounamu. The provisions applying to those teachers are contained in Part Eleven of this agreement.

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.*

Terms of settlement only

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. Refreshment of Callback days guidance

The parties will meet to refresh the guidance for callback days for schools. This work will be completed by 27 January 2026.

17. Technical changes

For the purposes of this without prejudice draft for PPTA executive consideration, a track change version is not attached at this point.

18. Related Matters

Implementation of pay changes to be confirmed once a formal offer is made.

Signed in Wellington on _____ by:

Advocate for PPTA Te Wehengarua

Advocate for the Public Service
Commissioner

Witnessed:

[REDACTED]

For Te Whakarōputanga Kaitiaki Kura o Aotearoa