



**Te Kawa Mataaho**  
Public Service Commission

11 December 2025

Advocate  
NZPPTA Te Wehengarua  
by email: [REDACTED]

Advocate  
NZEI Te Rua Roa  
by email: [REDACTED]

Tēnā kōrua

### **Letter of offer - Area School Principals' Collective Agreement**

I want to acknowledge the role PPTA and NZEI play in supporting our area school principals, who operate in some of the most distinctive and demanding environments in our education system.


Area schools serve learners from Year 1 through Year 15, often in geographically isolated communities where the school is often the heart of local life. As principals, your members balance the complexity of leading both primary and secondary education under one roof, managing diverse curriculum needs and strong community expectations. This dual responsibility requires adaptability, deep pedagogical knowledge, and exceptional leadership.

In 2025, area school principals are guiding their schools through significant sector reforms, including the implementation of NCEA and curriculum changes, while continuing to deliver high-quality education across all year levels. These reforms demand vision and practical solutions, qualities that define this profession.

We have listened carefully to your feedback, particularly on the importance of sustainable leadership in complex, multi-level school environments. The offer we present today includes tangible and sustainable improvements to pay and conditions, within fiscal constraints. It reflects shared priorities and a commitment to strengthening the sustainability of the area school principal role and the positive impact strong leadership has on learner outcomes across all stages of schooling.

The key elements to the offer are:

- An increase to u-grade remuneration component of 4.65% in the first 12 months for the 30-month term
- Introduction of an NCEA Change Implementation Allowance of \$6,000 per annum (paid fortnightly), to recognise the significant work principals do the lead changes in our national secondary school qualification

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- Increase in the Area School Principal Payment by \$1,500, phased over two years
  - Increase to Career Structure payments by \$1,500 (Stage 1: \$5,214, Stage 2: \$8,928, Stage 3: \$12,643)
  - An allowance for principals who are appointed as mentors of \$5,000 per annum

This offer represents a careful balance between fiscal responsibility and meaningful improvements to the pay and conditions of area school principals. It reflects the priorities we have worked through together and reinforces our shared commitment to sustaining strong leadership across the education sector.

The full settlement package is outlined in the attached Terms of Settlement (Appendix A). A tracked-change draft of the collective agreement will follow shortly, enabling you to present this offer to your members for ratification. Please note that, in line with standard practice, the Ministry will publish this offer within 10 working days.

Ngā mihi



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