



Terms of Settlement

This section sets out the offer for the renewal of the *Primary Principals' (NZEI Te Riu Roa) Collective Agreement (2025 - 2028)* and is to be read in conjunction with the letter of offer and the tracked change collective agreement.

This offer is made by Te Kawa Maataho | Public Service Commission to NZEI Te Riu Roa. It will be subject to ratification by NZEI Te Riu Roa 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 17 December 2025 and the new collective agreement signed no later than 5pm on 18 December 2025.

The terms outlined in this document will be published by the Ministry of Education on 16 December 2025.

1. Term of agreement

The NZEI Te Riu Roa (NZEI) Collective Agreement (2025-2028) is effective from 18 December 2025 to 17 June 2028, except as provided for in section 53 of the Employment Relations Act 2000.

2. Remuneration

School roll-based salary component

The parties agree that the school roll-based salary (U-grade) component of principals' remuneration will increase by 2.5% on the date of ratification, and 2.1% 12 months following ratification.

Amendments set out below.

5.2.2 The principal's salary will be determined in accordance with the grade of the school (i.e. U1-U16):

School roll-based salary component

U Grade	Current Rates	Rate effective upon ratification	Rate effective 12 months post ratification
U1	\$118,003	\$120,953	\$123,493
U2	\$118,003	\$120,953	\$123,493
U3	\$118,003	\$120,953	\$123,493
U4	\$127,249	\$130,430	\$133,169
U5	\$136,495	\$139,907	\$142,845
U6	\$141,781	\$145,326	\$148,377
U7	\$147,284	\$150,966	\$154,136

U8	\$152,789	\$156,609	\$159,898
U9	\$156,531	\$160,444	\$163,814
U10	\$160,273	\$164,280	\$167,730
U11	\$165,733	\$169,876	\$173,444
U12	\$171,195	\$175,475	\$179,160
U13	\$176,300	\$180,708	\$184,502
U14	\$181,407	\$185,942	\$189,847
U15	\$185,876	\$190,523	\$194,524
U16	\$190,347	\$195,106	\$199,203

Leadership in Literacy and Numeracy component

To recognise the important role of leading curriculum change, the parties agree the base rate for leadership in literacy and numeracy will increase to \$10,000 from 28 January 2026. In addition, to recognise the temporary increase in workload to ensure the successful delivery of national education reforms at the school level, a fixed term base payment of \$1,000 per annum will be paid from 28 January 2026 until 17 June 2028 (end of the agreement).

Amendments to clause 5.2.5 set out below:

5.2.5 Leadership in Literacy and Numeracy

- (a) *A principal covered by this Agreement will be entitled to a base payment and a further payment (based on entitlement teachers only, as determined in the annual provisional staffing notice). The base payment will be:*

From 28 January 2025 (Current rate)	From 28 January 2026 until 17 June 2028	From 18 June 2028
\$8,000 per annum	\$11,000 per annum	\$10,000 per annum

- (b) *The further entitlement teacher payment per annum, is as follows:*

- (i) U1 – U5 school - \$100 per entitlement teacher
- (ii) U6 school - \$80 per entitlement teacher
- (iii) U7 school and above - \$60 per entitlement teacher.

- (c) *These payments are in recognition of the work that principals do to lead, develop and implement curriculum programmes to increase literacy and numeracy outcomes for learners. Principals have a key role in leading the delivery of the NZ Curriculum and/or Te Marautanga o Aotearoa, of which literacy and numeracy are core components.*

- (d) *For clarity:*

- (i) *‘entitlement teachers only’ will mean the school’s total staffing entitlement minus one. It will not include attached or additional staffing.*
- (ii) *This payment will be paid fortnightly with the principal’s salary.*

Primary Principals' Career Structure component

The parties agree that the career structure criteria and rates will be amended. The changes to the career structure criteria are detailed in the tracked change collective agreement.

Increases to rates in 4.4.1 (f) and (g) will be as follows:

Criteria	Beginning Principal	Developing Principal (acquiring/ acquired)	Experienced Principal (applying)	Leading Principal (sharing)
<i>Current Rates</i>	NIL	\$3,641	\$6,763	\$9,884
<i>Rates effective from date of ratification</i>	NIL	\$3,700	\$6,900	\$10,200

Unified Pay System

The parties agree to renew the Unified Pay System for the term of the agreement to provide a mechanism to maintain a unified pay system for principals in the state and state integrated compulsory education sector.

Amendments to clause 5.1 are set out below:

5.1 Unified Pay System

5.1.1 *The purpose of this clause is to maintain a Unified Pay System for principals in the state and state integrated compulsory education sector. The Unified Pay System applies to the roll-based, Equity Index, Leadership in Literacy and Numeracy (where applicable) and staffing components of principals' remuneration.*

5.1.2 Mechanism

(a) The Secretary will, within one month of ratification of any collective agreement (or relevant variation thereof) applicable to principals of schools in the state and integrated school sector, notify the NZEI Te Riu Roa National Secretary of any changes to the roll-based, staffing-based, primary principals' Leadership in Literacy and Numeracy payment, or Equity Index payment components of principals' remuneration and offer such changes to principals covered by the PPCA – NZEI Te Riu Roa. Any such offer may include an increase to the term of this collective agreement if that is relevant to the terms of offer being extended.

(b) NZEI Te Riu Roa National Secretary will, within one month of receipt of the offer described in clause 5.1.2(a), advise the Secretary whether NZEI Te Tiu Roa wishes to accept such offer. The parties agree that upon receipt of NZEI's acceptance of the offer the PPCA -

NZEI Te Riu Roa will be deemed to be varied pursuant to clause 1.6 in the terms outlined in the offer as advised by the Secretary.

5.1.3 Clause 5.1 will apply from 18 December 2025 to 17 June 2028. Thereafter this clause will cease to apply and will have no effect.

3. Principal Mentor Allowance

The parties agree that principals selected to be a mentor in the Aspiring Principal and Beginning Principals' Programmes will be provided with an allowance of \$5,000 per annum. This allowance acknowledges the important role of experienced principals in supporting, guiding, and developing new school leaders, thereby strengthening the leadership pipeline and overall system capability.

New clause as set out below:

6.2.12 Principal mentor allowance

- (a) Where an Employer is advised by the Ministry of Education that the principal has been selected to act as a mentor in a national mentoring programme approved by the Ministry of Education, the principal will be entitled to a Principal Mentor Allowance in accordance with clauses 6.2.12 (b)- (d).*
- (b) The mentoring allowance is \$5,000 per annum.*
- (c) The mentoring allowance will be paid fortnightly, including during periods of paid leave.*
- (d) The principal's participation as a mentor will be managed in accordance with the programme and is conditional on the continued consent of the Employer. The Employer will be advised through this programme when to provide written notice to the principal of when the mentoring role will start and end.*

4. Chatham and Pitt Island Provisions

The parties agree to amend Appendix 1: Isolation Rates and Appendix 4: Terms and Conditions of Service of Employees in the Chatham Islands (and Pitt Island).

Amendments to clause wording can be found in tracked change document. A summary of changes are as follows:

- (a) Increase to the freight allowance from: basic rate of \$2,662.42 to \$5,000, partner rate from \$1,457.54 to \$4,000, and child/dependent rate of \$665.64 to \$1,500.
- (b) Introduction of the Chatham and Pitt Islands as off-shore island classification within Category 5 of the Isolation Allowance in Appendix 1. Isolation allowance for Chatham and Pitt Island principals will be \$2,200 per annum.
- (c) Removal of the Chatham Islands Isolation Allowance in clause 7 of Appendix 1.
- (d) Reduction of the qualifying period to access to return flights for professional development purposes from 12 months to 6 months.
- (e) Provide access to removal expenses after five years of continuous service at Chatham/Pitt Island schools, where the principal is not eligible under Appendix 2: Removal Expenses.

- (f) Eligibility of these provisions extended to staff recruited locally.
- (g) Apply the modernised clause wording drafted and agreed within the Chatham and Pitt Islands Working Group.

5. Mentoring of Provisionally Certified Teachers (PCT)

The parties agree to introduce a provision that allows for principals of U1 and U2 schools to be eligible for the Mentoring of Provisionally Certified Teachers (PCT) Allowance when no eligible teacher is available to fill the role.

New clause set out below:

6.2.14 Allowance to Mentor Provisionally Certificated Teacher (PCT) for U1 and U2 principals

- (a) The allowance to mentor a provisionally certificated teacher (PCT) is intended for a teacher under the Primary Teachers' Collective Agreement (PTCA). Where there is no teacher available to provide mentoring to the PCT, this may be undertaken by the principal. In these circumstances, principals of U1 and U2 schools can apply for an allowance to mentor a PCT. For clarity, the mentoring responsibilities will be in addition to the principal's responsibility to provide professional leadership and support to the PCT.*
- (b) A principal in a U1 or U2 school can be designated a PCT mentor for:*
 - (i) Up to one school year for a provisionally certificated first or second year teacher working towards full certification.*
 - (ii) The duration the Board is receiving a time allowance for:*
 - a beginning teacher with less than two years' experience, for whom the Board is receiving the Beginning Teacher time allowance.*
 - an overseas trained teacher with no teaching experience in New Zealand, for whom the Board is receiving the Overseas Teacher time allowance.*
 - a retrained teacher with less than twelve months' teaching experience after retraining, for whom the Board is receiving the Retrained Teacher time allowance.*
- (c) The designated mentor principal will support the induction and mentoring programme to help newly qualified teachers, overseas teachers or teachers who have retrained to develop effective teaching practices for all learners.*
- (d) If the total combined hours of employment of the teacher(s) being mentored are at least:*
 - (i) 0.8 FTTE the designated mentor principal will receive a \$4,000 allowance.*
 - (ii) If the total combined hours of employment of the teacher(s) being mentored are at least 0.5 FTTE but less than 0.8 FTTE the designated mentor principal will receive a \$1,000 allowance.*

- (e) A mentor principal will receive only one allowance, under 6.2.14 (d), where they are designated to support more than one teacher concurrently.*
- (f) A teacher can only have one designated mentor (whether that is a principal or teacher) at any one time.*

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

The parties agree 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. The new clause wording is in the tracked change collective, and includes the following definitions:

1.4.3 A "Converted School" has the same meaning as in cl. 114 of Schedule 1 of the Education and Training Act 2020.

1.4.13 "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.

Full clause changes are available in the tracked change collective agreement.

7. Professional Development for Principal Leadership

The parties agree to a provision for principals to access a payment of \$5,000 in 2026 and 2027, paid to school boards, to be used for professional learning and development activities in accordance with specific criteria. The criteria developed by the Ministry of Education will require that the fund is used for activities on the Principal Development Map and/or related to curriculum changes. The first payment will be made by the end of Term 1 2026.

New clause as set out below will replace the previous expired clause 4.8.

4.8 Professional Development for Principal Leadership

4.8.1 In each of 2026 and 2027, principals can access up to \$5,000 for professional learning and development activities in accordance with Ministry of Education criteria. The criteria will set out approved uses for the payment which are aligned with professional and sustainable leadership.

4.8.2 The fund will be provided to the Employer, who may only approve the use of the funding in accordance with the criteria.

4.8.3 Accessing this provision does not prevent a principal and employer agreeing that the principal can access additional professional development in excess of \$5,000.

4.8.4 *This allowance will be used in the school year that it falls due unless otherwise agreed in writing between the principal and their employer.*

4.8.5 *Principals will ensure that the approved application for the allowance is available for auditing purposes, with appropriate evidence of the expenditure.*

8. Disregarded Sick Leave

The parties agree to amend clause 7.4 by adding new clauses 7.4.3 and 7.4.4 and making a consequential change to the opening words of clause 7.4.2, to clarify the scope of the provision. Further changes to the clause are for readability.

Amendments to clause wording can be found in tracked change document. A summary of the change to scope is as follows:

Disregarded sick leave will not be granted:

- where circumstances leading to a complaint against the employer or a personal grievance have contributed to the sickness,
- where the employee being subject to a disciplinary or competency process has contributed to the sickness,
- 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,
- where payment has been made by the Accident Compensation Corporation.

Noting that:

- Eligibility for disregarded sick leave is not lost if a personal grievance/complaint is subsequently raised or if a competency process is initiated after the qualifying event.
- If a personal grievance is lodged as the result of the employer's handling of a principal's request for disregarded sick leave, this does not disqualify the principal from being granted disregarded sick leave.
- Illnesses, including those that are stress-related, may confer eligibility for disregarded sick leave unless specifically excluded above.

9. Technical and Readability

The parties agree to technical changes intended to provide clarification and readability. **A tracked change version of the PPCA-NZEI will be provided for ratification.** The key technical changes are highlighted below:

- Changes to Ngā Kōrero me ngā Tikanga to revise the translation and macron (clause 8.2).

- Changes to readability of *shall, she/he, she/he has*, converted to, *will, they, they have* respectively (throughout).
- Removal of lapsed dates, expired terms and rates, and defunct clauses.
- Amendments of sick leave clauses and removal of Appendix 6, *Sick Leave Translation*, as the transition to the 2024 sick leave entitlements are complete.
- Removal of decile payments and Appendix 7, *Decile Payment Funding Tables*, as the transition to the 2024 equity index payments from decile payments is complete.

Terms of Settlement only

10. Discussion group on consolidating allowances

The parties agree to meet within six months following ratification (or sooner if other parties ratify), to discuss how the current hard-to-staff allowances available to principals and teachers could be improved, by consolidating them into fewer, more meaningful, better targeted, and more purposeful allowances that are more effective in supporting recruitment and retention in hard to staff schools. For principals, this includes the Isolation Allowance and the Staffing Incentive Allowance. The intention is to modernise provisions within existing funding. Any agreed changes will be incorporated by means of a variation.

11. Related matters

Provided that the settlement is ratified and signed by 18 December 2025, Education Payroll Limited (EPL) has committed to implement the remuneration changes no later than pay period 04, on 26 May 2026.

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 4 December 2025 by:

Bella Pardoe

Advocate for NZEI Te Rui Roa



Rose O'Sullivan

Advocate for the Public Service Commissioner

Martyn Weatherill

Advocate for NZEI Te Rui Roa

Witnessed:

Patrick Ikiua

For Te Whakarōpūtanga Kaitiaki Kura o Aotearoa