



# Te Kawa Mataaho

Public Service Commission

11 December 2025

## Offer for renewal of the Primary Teachers' Collective Agreement

Tēnā koe

The Public Service Commissioner and the Ministry recognise the important role the NZEI Te Riu Roa plays in supporting our workforce of dedicated and passionate teachers.

Thank you for your team's constructive approach to bargaining on 10 December 2025. It has enabled us to present to you today a significantly improved offer, despite our constrained financial environment. We trust the elements of this offer addresses key member concerns and feedback.

This offer builds on existing funding outside of bargaining and significant primary teacher pay increases in recent years. Alongside this offer, we have provided a document where we have looked to show how specific elements of the offer build upon the substantial investment and progress made to date across a number of primary teacher's areas of interest. We trust this illustrates our understanding of issues important to your members, and the efforts undertaken to address these

This includes the changes that are being made through this year's Learning Support Budget which delivered significant investment across the education sector. Budget 2025 invests \$2.5 billion over the next four years with a focus on delivering a transformational boost to learning support funding.

We have heard that, in order to achieve settlement, we needed to provide an offer that **values, respects and supports** teachers. We have listened to your members concerns and have significantly revised our offer to achieve this. Key elements of the revised offer are:

### 1. Valuing the profession through improved remuneration to address cost of living

**All teachers** will receive a **4.5%- 4.7% increase** on printed rates in the Base Salary Scale within 13 months, to address cost of living concerns. This will be delivered as an increase of **2.5% on 28 January 2026** and a further **2.0% on 28 January 2027 (2.1% for steps 9 & 10)**.

Improved remuneration and costs of living concerns will also be addressed through:

- An increase to the value of salary units from **\$4,500 to \$5,200** from 28 January 2026 (**15.6% increase** in unit values).
- Budget 2025 has already provided for teaching council certification costs to be met until 2028.

When including the unit increase in a teacher's total salary, this means that **over 60% of primary teachers who hold at least one unit will receive at least a 3.1% - 3.4% increase to their pay in January 2026**.

### 2. Respecting the Profession by withdrawing the claim for additional call-back days

You have expressed significant concern on behalf of your members throughout bargaining that a barrier to settlement is the Commissioner's claim to increase callback days available to school boards.

NZEI has claimed that teachers already undertake significant amounts of work during the term break and requiring them to work more days on site could impede that work.

The Commissioner has responded to your concerns and significantly revised his position. We have clarified that the existing 10 call-back days are to be used during term breaks, in the interests of not disrupting student learning. Expenses will remain reimbursable for call back days occurring outside of term dates.

### 3. Supporting Primary Teachers

We have heard the importance to teachers of support in the classroom. **The Government has heard these concerns and invested \$746.7 million through Budget 2025 to deliver a strong learning support package:**

- **Additional 900,000 teacher aide hours per year**, building up annually from 2028, to support young learners in Early Intervention Service and **\$3 million of investment in targeted professional development for teacher aides** working with learners with unmet need
- **\$122 million** to meet increased demand for ORS (Ongoing Resourcing Scheme) for students with high and complex needs - schools will use most of this funding to hire teacher aides.
- **\$129 million** to provide a Learning Support Coordinator (LSCs) in all Year 1-8 schools. In-school LSCs will be rolled out to schools and kura from 2026 to 2028.
- **Reducing existing waitlists** in early intervention so that more than 3,000 children that need the support receive it sooner.
- **Increasing the amount of specialist support** provided to the more than 7,100 children who are currently enrolled in EIS.
- **\$43 million** for an extra 78.5 FTE speech language therapists, as well as additional psychologists and supporting teacher aide hours to help meet the growing demand of students with communication and behaviour needs.

This investment is designed to ensure every child can thrive in the classroom, while giving teachers the time and resources to focus on teaching. We have attached to this letter an information document which sets out other recent investments in Education and teachers.

### 4. Additional Cultural Leadership Allowances

We have also heard how important it is to your members for the Commissioner to provide further cultural recognition. As part of this offer, the Commissioner is pleased to offer an additional 25 Cultural Leadership Allowances, from 28 January 2026.

Full details of our offer will be in the Terms of Settlement and tracked change collective agreement.

The Ministry intends to publish this offer on 22 December 2025, after ratification voting closes.

Nāku noa,

Representative for the Public Service Commissioner