



Te Kawa Mataaho
Public Service Commission

19 February 2026

[REDACTED]

Advocate

NZEI Te Riu Roa

by email: [REDACTED]

[REDACTED]

Advocate

NZEI Te Riu Roa

by email: [REDACTED]

Tēnā kōrua [REDACTED]

Offer for renewal of the Primary Principals' (NZEI Te Riu Roa) Collective Agreement

The Ministry of Education and I recognise the important role the Primary Principals' NZEI Te Riu Roa plays in supporting our workforce of dedicated and passionate primary principals.

As principals, you lead the many institutions of New Zealand's education system. While the principal role offers deep connection to your local community, it also carries the weight of student success, staff wellbeing and public expectations. This leadership is more critical than ever, as principals guide schools through major sector reforms.

I understand that your bargaining team has worked constructively to shape an offer that addresses key concerns for your members. I am pleased to make this offer for settlement which provides meaningful improvement to pay and conditions and reflects shared priorities on leading educational reform and lifting outcomes for learners.

Key features of the offer are:

- A 30-month term
- A total increase of 4.65% to the U-grade remuneration component in the first 12 months of the 30-month term (2.5% in Year 1 and 2.1% in Year 2)
- An introduction of a \$15,000 Curriculum Change Allowance paid over the term of the agreement to recognise the significant and important work undertaken by principals in leading the curriculum
- A \$2,000 increase to the Leadership in Literacy and Numeracy base component to \$10,000 per annum over the term of the agreement to recognise the ongoing work that principals do leading the curriculum and achievement outcomes for students
- Increases to career stage payments: Stage 1 \$3,700, Stage 2 \$6,900, Stage 3 \$10,200
- A unified pay system with primary, area and secondary principals

[REDACTED]

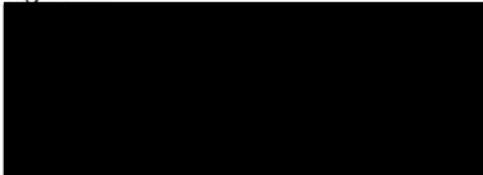
- An allowance of \$5,000 per annum for principals who are appointed as mentors
- Increases to the provisions for principals living and working on the Chatham and Pitt islands
- An allowance for mentoring provisionally certificated teachers for U1 and U2 principals when no eligible teacher is available to fill the role
- Service recognition for principals who are transferred to a converted charter school and return to a state or state-integrated school.

The full offer for settlement is set out in the attached Terms of Settlement in Appendix A. Tracked change draft collective agreement will be shared for you to take this to members for ratification.

This offer balances fiscal responsibility with meaningful improvements to primary principals' pay and conditions. It reflects recognition of the important role of primary principals leading education and has been shaped to address some of NZEI Te Riu Roa's claims and interests.

We strongly encourage you to take this offer to members for ratification.

Ngā mihi



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

Appendix A: Terms of Settlement

This section sets out the offer for the renewal of the *Primary Principals' (NZEI Te Riu Roa) Collective Agreement (2026 - 2028)* and is to be read in conjunction with the tracked change collective agreement.

This offer is made by The Public Service Commissioner to NZEI Te Riu Roa. The offer is 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 unless it is ratified by 5pm on 27 February 2026 and the new collective agreement is signed no later than 5pm on 3 March 2026.

The terms outlined in this document will be published by the Ministry of Education on 4 March 2026.

1. Term of agreement

The NZEI Te Riu Roa (NZEI) Collective Agreement (2026-2028) is effective from [date of ratification] to [date of ratification + 30 months], 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 4.65% over the term of the agreement, comprised of 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 [date of 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
U17		\$200,106	\$204,203
U18		\$205,106	\$209,203
U19		\$210,106	\$214,203

Leadership in Literacy and Numeracy component

The parties agree the base rate for leadership in literacy and numeracy will increase to \$10,000 over the term of the agreement. This is in recognition of the work principals do to lead the curriculum in schools, with particular focus on literacy and numeracy but also extends to other curricula.

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 [date of ratification]	From 28 January 2027	From 28 January 2028
\$8,000 per annum	\$9,700 per annum	\$9,800 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 full 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)
Current Rates	NIL	\$3,641	\$6,763	\$9,884
Rates effective from [date of ratification]	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*

[REDACTED]

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 [date of ratification] to [date of ratification + 30 months]. Thereafter this clause will cease to apply and will have no effect.

3. Curriculum change allowance

The parties agree to introduce the provision for a \$15,000 curriculum change allowance to be paid across the term of the agreement. The \$15,000 curriculum change allowance will be paid in five payments of \$3,000. This allowance recognises the leadership necessary to deliver current curriculum reform in education, in addition to the increase to the Leading Literacy and Numeracy salary component. *Note: delivery of the first payment will be delayed - see 11 below.*

New clause as set out below:

6.2.15 Curriculum Change Allowance

(a) In recognition of the additional leadership, coordination, and implementation responsibilities arising from leading significant curriculum changes and reform during the term of the agreement, a Curriculum Change allowance as set out in (b) below will be payable to the principal.

(b) Subject to (d) below, the allowance will be paid in five instalments as follows:

Pay period	Curriculum Change Allowance Payment
<i>4 March – 17 March 2026</i>	<i>\$3,000</i>
<i>2 September – 15 September 2026</i>	<i>\$3,000</i>
<i>3 March – 16 March 2027</i>	<i>\$3,000</i>
<i>1 September – 14 September 2027</i>	<i>\$3,000</i>
<i>1 March – 14 March 2028</i>	<i>\$3,000</i>

[REDACTED]

(c) *Subject to (d) below, where a principal who is entitled to the allowance is on leave without pay in the pay period the instalment is due, the allowance will be made on their return to their role, provided that they return to work during the term of this collective agreement.*

(d) *A principal is not entitled to payment of the Curriculum Change allowance where:*

- (i) *the principal is on leave without pay of six months or more as at the pay period the instalment is due; or*
- (ii) *in the preceding school year the principal took six months or more leave without pay (either in one continuous period or accumulated across the school year).*

4. Principal Mentor Allowance

The parties agree that principals selected to be a mentor in the Aspiring Principal and Beginning Principals' Programme 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 while they are acting as a mentor 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 with the principal's salary, 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.*

5. 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.

- [REDACTED]
- (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 \$2,500 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) Reduction of the qualifying period to access to return flights for annual leave from 12 months to 6 months.
 - (f) 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.
 - (g) Eligibility of these provisions extended to staff recruited locally.
 - (h) Storage cost provision updated to be reasonable storage costs.
 - (i) Apply the modernised clause wording drafted and agreed within the Chatham and Pitt Islands Working Group.
 - (j) Further clause wording changes for clarification and readability.

6. 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 whose work falls within coverage of the Primary Teachers' Collective Agreement (PTCA). Where there is no teacher available in a U1 or U2 school 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:

(i) at least 0.8 FTTE the designated mentor principal will receive a \$4,000 allowance per annum

(ii) at least 0.5 FTTE but less than 0.8 FTTE the designated mentor principal will receive a \$1,000 allowance per annum

(iii) less than 0.5 FTTE no allowance is payable.

(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.

7. 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.

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 use (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

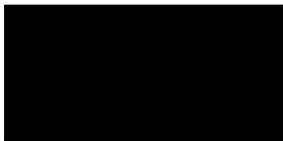
The parties agree to meet within three months following ratification (or sooner if other parties ratify), to discuss how the current hard-to-staff allowances available to principals and teachers could be improved, by consolidating them into fewer, more meaningful, better targeted, and more purposeful 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

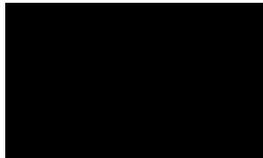
Provided that the settlement is ratified and signed by 27 February 2026, Education Payroll Limited (EPL) has committed to implement the remuneration changes including the first payment of the Curriculum Change allowance, no later than pay period 04, on 26 May 2026.

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 19 February 2026 by:



Advocate for NZEI Te Riu Roa



Advocate for the Public Service Commissioner



Advocate for NZEI Te Riu Roa

Witnessed:



For Te Whakarōpūtanga Kaitiaki Kura o Aotearoa

