



5 March 2026

██████████
Advocate
NZEI Te Riu Roa

Tēnā koe ██████,

On behalf of the Secretary for Education, I am pleased to make the following offer to settle a renewed ***Kaiārahi i te Reo and Therapists' Collective Agreement (KRCA) 2026-2028***.

For the avoidance of doubt: the following offer enhances the terms and conditions of the lapsed KRCA 2022-2024 and is unrelated to Individual Employment Agreements/Variation to Terms and Conditions of Employment promulgated on 24 February 2026.

We appreciate the important contribution your members make to delivering a high-quality education system that sets our tamariki up for success. Your role in supporting learners to lift achievement is critical, and we value that commitment.

We have listened to your members' concerns and your interests as a union and reconfigured this offer. We are offering a **27-month term** with:

- **A 2.5% increase** on all printed rates in the KRCA (2022 – 2024) from 24 March 2026.
- **A 2% increase** on all printed rates in the KRCA (2022 – 2024) from 23 March 2027.
- **A Team Leader Allowance for Therapists** of \$4,000 per annum, for those who lead a team of three or more therapists.
- **Provision of approved provider PLD for staff** who work directly with students who experience behavioural or learning needs associated with neurodiversity. This fund will provide up to \$8 million total (inclusive of administration costs) over the life of the fund.
- **Increase the Motor Vehicle Allowance rate** from 62c to 83c per kilometre.
- **Increase from 3 to 5 days**, the number of calendar days an employee must be sick for before a medical certificate can be requested by the employer.
- **Provisions which recognise workplace delegates.**
- **Send targeted communications to schools regarding reviewing employment** of employees under coverage of the KRCA who have been on fixed-term agreements of longer than two years.
- **Recognition of service for employees transferred to charter schools**, under clause 119 of Schedule 1 of the Education and Training Act 2020, if they return to a role under coverage of this collective agreement.
- Employers will be required to consider the duties for a role when determining hours and weeks of work including any duties that may arise outside normal working hours or term time weeks, and specify these in letters of offer. **Te Whakarōputanga Kaitiaki Kura o Aotearoa | the New Zealand School Boards Association and NZEI Te Riu Roa will create guidance to support this, including correct payroll loading and to ensure any work performed outside agreed hours or weeks is paid in accordance with the collective agreement.**

This offer provides a 2.5% increase to printed rates to the KRCA 2022 - 2024 from the date of ratification and a cumulative increase of 4.55% after 12 months for all staff covered by the KRCA including those without automatic progression.

The Ministry intends to publish this offer on 16 March 2026.

The full printed rates on offer are included in Appendix A – Terms of Settlement.

We are pleased to advise that if this offer is accepted, additional funding will be provided to schools to enable the settlement.

Nāku noa, nā


Advocate for the Secretary for Education

Appendix A – Terms of Settlement

This section sets out the components of the settlement of the *Kaiārahi i te Reo and Therapists' Collective Agreement (2026 - 2028)*.

This offer is made by the Secretary for Education 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 24 March 2026 and the new collective agreement signed no later than 5pm on 30 March 2026.

1. Term of agreement

The *Kaiārahi i te Reo and Therapists' Collective Agreement (KRCA) 2026-2028* will be a 27-month term effective from 24 March 2026 provided it is ratified no later than 5pm 24 March 2026 and signed no later than 5pm 30 March 2026.

2. Pay rates for Kaiārahi i te Reo

The parties agree that the pay rates for kaiārahi i te reo are as shown below:

Grade	Step	Printed Rates in the KRCA 2022 - 2024	Hourly rates effective 24 March 2026	Hourly rates effective 23 March 2027
1	1	\$40.67	\$41.69	\$42.52
	2	\$41.64	\$42.68	\$43.53
	3	\$42.60	\$43.67	\$44.54
	4	\$43.56	\$44.65	\$45.54
	5	\$44.53	\$45.64	\$46.56
	6	\$45.50	\$46.64	\$47.57
2	1	\$46.47	\$47.63	\$48.58
	2	\$47.43	\$48.62	\$49.59
	3	\$48.40	\$49.61	\$50.60
	4	\$49.37	\$50.60	\$51.62
	5	\$50.33	\$51.59	\$52.62

3. Pay rates for Therapists

The parties agree that the pay rates for therapists are as shown below:

Step	Printed Rates in the KRCA 2022 - 2024	Rates effective 24 March 2026	Rates effective 23 March 2027
1	\$75,800	\$77,695	\$79,249
2	\$78,613	\$80,578	\$82,190
3	\$82,796	\$84,866	\$86,563
4	\$86,975	\$89,149	\$90,932
5	\$91,162	\$93,441	\$95,310
6	\$95,453	\$97,839	\$99,796
7	\$99,743	\$102,237	\$104,281
8	\$104,032	\$106,633	\$108,765
9	\$108,321	\$111,029	\$113,250
10	\$112,442	\$115,253	\$117,558

4. Therapist Team Leader Allowance

The parties agree to include the following provision for therapists who lead three or more therapists in their school. The wording is as follows:

5.8 Team Leader Allowance

5.8.1 Where an employer employs four or more therapists they may allocate at their discretion an allowance of \$4,000 per annum to the therapist(s) who are designated to lead a team.

5.8.2 Where the employer allocates a Team Leader Allowance, the employer will specify in writing what duties the allowance is being allocated for, and whether those duties are for a fixed duration or will be ongoing.

5.8.3 Where the employer no longer requires the employee to perform the duties in clause 5.8.2, or no longer employs four or more therapists, the employer must provide 1 month's written notice of the termination of the allowance.

5.8.4 Where a part-time employee is designated as a team leader, the Team Leader Allowance will be pro-rated based on the employee's agreed ordinary hours of work relative to a full-time equivalent.

5.8.5 An employee may relinquish their team leader duties as specified by the employer under clause 5.8.2, only with the employer's written agreement. The Team Leader Allowance will cease from the date of relinquishment.

Transitional Arrangements

5.8.6 Prior to the date this collective agreement came into force, some employees may have already received additional remuneration for performing team leader duties. In these circumstances, the employer and employee may agree that some or all

of that remuneration will be replaced by the team leader allowance, provided that the employee's total remuneration must not decrease and their salary must not be reduced below the applicable minimum rate.

5. Motor Vehicle Allowance increase

The parties agree to increase the Motor Vehicle Allowance to \$0.83 per kilometre. The wording is as follows:

5.1.1 Employees required by their employer to use their own vehicles for school business will be paid an allowance of \$0.83 per kilometre.

6. Recognition of Service for Employees Transferred to Converted (Charter) Schools who Return to State and State-integrated Schools

The parties agree to amend clauses 6.2 Service for Annual, Sick and Long Service Leave Purposes, 6.3 Annual Leave, and 6.4 Long Service Leave 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.

Clause 1.3 Definitions will also be amended to include definitions for "Converted School" and "Transferred Employee":

1.3.4 "Converted School" has the same meaning as in clause 114 of Schedule 1 of the Education and Training Act 2020.

1.3.5 "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.

7. Hours of Work for Term Time Employees

The parties agree to amend clause 2.2.2 to require employers to specify the hours and weeks of work in letters of offer and to consider the duties required for a role when doing so.

Complete wording is available in the tracked change collective agreement.

The parties agree that NZEI Te Riu Roa and Te Whakarōputanga Kaitiaki Kura o Aotearoa | New Zealand School Boards Association will develop guidance to support this including how to correctly load these roles in the payroll system. This guidance will also ensure that all kaiārahi i te reo who are employed as term time only and who are expected to perform any work, including but not limited to translation work, over term breaks or outside paid work hours, are paid for this as per clause 3.1.7 of the collective agreement.

8. Conduct and Performance

The parties agree to amend the current Part 8 Complaints and Discipline clauses and rename to Conduct and Performance. These amendments set out a more detailed process for conduct concerns (clause 8.1) and introduce a separate process for performance matters (clause 8.3).

The full amendments to Part 8 are detailed in the tracked changes of the KRCA provided.

Te Whakarōputanga Kaitiaki Kura o Aotearoa | New Zealand Boards Association has agreed to produce guidance for employers, in consultation with NZEI Te Riu Roa, to assist them in understanding the clarified conduct and performance provisions.

9. Extension to the Medical Certificate Timeframe

The parties agree to amend clause 6.5.3 (d) Sick Leave, as follows:

(d) If requested by the employer, an employee will produce a medical certificate or other evidence for absences exceeding five or more consecutive calendar days, whether or not the days would otherwise be working days for the employee.

10. Recognition of Worksite Representatives

The parties agree to the following wording regarding recognition of workplace delegates:

11.4 Worksite Representative (WSR)

11.4.1 The employer will recognise the appointed or elected WSR and their role in representing union members.

11.4.2 WSRs have entitlements set out in section 18A of the Employment Relations Act 2000 relating to reasonable paid time for union activities. In addition to these entitlements, the employer, on request, will provide a communication channel (notice board or online) to enable the WSRs to share union notices and information with employees.

11. Technical changes

The parties agree to a number of technical changes intended to clarify employment settings, provisions, and readability. **The tracked change version of the KRCA is provided.** Key technical changes are highlighted below:

- Clarification on requirements when making appointments, and definitions of employment settings (clauses 2.2, 2.4 and 2.5)
- Removal of grandparented hours of work under *Therapist Hours of Work*, which is not applicable to current employees (clause 2.5.3)
- Clarification that employers can pay above printed rates (clauses 3.1.3.2 and 3.2.1)
- The application of the Tiaki Allowance to include cleaning the student and the environment (clause 5.5)
- Clarification for the circumstances and process for the reimbursement of professional fees for therapists (clause 3.2.4)
- Removal of clauses which are inconsistent with or cannot be enforced under current legislation

All changes to the collective agreement are set out in the tracked change collective agreement provided.

Terms of Settlement Only

12. Professional Learning and Development Fund

The parties have agreed that the Ministry will establish and administer a Professional Learning and Development (PLD) fund of up to \$8 million (inclusive of administration costs), available to staff whose work falls within coverage of the *Support Staff in Schools and Kaiarahi i te Reo*

Collective Agreements and who work directly with neurodiverse students to support students' participation and progress.

This fund will open in Term 1 2027 and will provide PLD through Ministry approved providers until the earlier of the end of 2028 or when the funds are exhausted.

The fund will cover the cost of the approved PLD, the Ministry's administration costs, staff members' remuneration for the time attending the course, and reimbursement of reasonable travel and accommodation costs of up to \$500 if the staff member:

- is located more than 100km from a population centre of more than 20,000 people, or
- has to travel to a specialist course that is only delivered in limited locations that are at least 100km from the staff member's home.

13. Fixed-Term Agreements

The parties agree that the Ministry will communicate directly to schools where data identifies that employees under coverage of the KRCA have been employed on fixed-term agreements for longer than two years. The communication will encourage schools to consider a review of employment documentation with the assistance of the New Zealand School Board's Association, if required, to make sure that any fixed-term agreements are for genuine reasons based on reasonable grounds (as specified in the Employment Relations Act 2000). The Ministry will communicate with identified schools at the end of September 2026 and September 2027.

14. Related Matters

Provided that the settlement is ratified by 24 March 2026 and signed by 30 March 2026, Education Payroll Limited has committed to implement the pay rates and increased Motor Vehicle Allowance no later than in Pay Period 06, paid on 23 June 2026.

Signed in Wellington on _____ by:

██████████
Advocate for NZEI Te Riu Roa

████████████████████
Advocate for the Secretary for Education

Witnessed:

██████████
For Te Whakarōputanga Kaitiaki Kura o Aotearoa