



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 **Support Staff in Schools' Collective Agreement (SSSCA) 2026-2028**.

For the avoidance of doubt: the following offer enhances the terms and conditions of the lapsed SSSCA 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—socially and economically. 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 SSSCA 2022-2024 from 24 March 2026.
- **A 2% increase** on all printed rates in the SSSCA 2022-2024 from 23 March 2027.
- **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.
- **Send targeted communications to schools regarding reviewing employment of teacher aides** who have been on fixed-term agreements for longer than two years.
- **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.**
- **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.
- **Allow non-teaching guidance counsellors** to be covered by this collective agreement and receive collective increases from 2027.

This offer provides a 2.5% increase to the SSSCA 2022-2024 printed rates from the date of ratification and a cumulative increase of 4.55% after 12 months for staff, including those with annual 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 *Support Staff in Schools' Collective Agreement (2026 - 2028)*.

This offer is made by the Secretary for Education to NZEI Te Riu Roa and E tū. It will be subject to ratification by NZEI Te Riu Roa and E tū 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.

Interpretation note: unless specified otherwise in this Terms of Settlement, clause references refer to the clause numbering in the now lapsed *Support Staff in Schools' Collective Agreement* dated 20 June 2022 – 19 December 2024. Some clause numbering may change once a new agreement is ratified.

1. Term of agreement

The *Support Staff in Schools' Collective Agreement (SSSCA) 2026-2028* will be a 27-month term effective from 24 March 2026, provided it is ratified and signed no later than 5pm 30 March 2026.

2. Pay rates for Teacher Aides

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

Work Matrix Grade	Step	Printed rates in the SSSCA 2022-2024	Hourly rates effective 24 March 2026	Hourly rates effective 23 March 2027
A	1	\$25.18	\$25.81	\$26.33
	2	\$25.64	\$26.28	\$26.81
B-C	1	\$26.59	\$27.25	\$27.80
	2	\$27.34	\$28.02	\$28.58
	3	\$28.10	\$28.80	\$29.38
	4	\$28.85	\$29.57	\$30.16
	5	\$29.60	\$30.34	\$30.95
	6	\$30.22	\$30.98	\$31.60
	7	\$30.97	\$31.74	\$32.38
	8	\$31.72	\$32.51	\$33.16
	9	\$32.47	\$33.28	\$33.95
	10	\$33.23	\$34.06	\$34.74
D	1	\$33.23	\$34.06	\$34.74
	2	\$34.34	\$35.20	\$35.90
	3	\$35.45	\$36.34	\$37.06
	4	\$36.56	\$37.47	\$38.22
	5	\$37.14	\$38.07	\$38.83
	6	\$38.77	\$39.74	\$40.53

3. Pay rates for Administration Support Staff

The parties agree that the pay rates for administration support staff are as shown below:

Grade	Step	Printed rates in the SSSCA 2022-2024	Hourly rates effective 24 March 2026	Hourly rates effective 23 March 2027
1	1	\$25.63	\$26.27	\$26.80
2	1	\$26.45	\$27.11	\$27.65
	2	\$27.26	\$27.94	\$28.50
	3	\$28.08	\$28.78	\$29.36
	4	\$28.89	\$29.61	\$30.20
3	5	\$29.52	\$30.26	\$30.86
	6	\$30.15	\$30.90	\$31.52
	7	\$30.78	\$31.55	\$32.18
	8	\$31.41	\$32.20	\$32.84
4	9	\$32.27	\$33.08	\$33.74
	10	\$33.15	\$33.98	\$34.66
	11	\$34.03	\$34.88	\$35.58
	12	\$34.93	\$35.80	\$36.52
	13	\$35.85	\$36.75	\$37.48
5	1	\$37.13	\$38.06	\$38.82
	2	\$38.43	\$39.39	\$40.18
	3	\$39.72	\$40.71	\$41.53
	4	\$41.01	\$42.04	\$42.88
	5	\$42.29	\$43.35	\$44.21
	6	\$43.58	\$44.67	\$45.56
	7	\$44.87	\$45.99	\$46.91
6	1	\$45.87	\$47.02	\$47.96
	2	\$46.87	\$48.04	\$49.00
	3	\$47.86	\$49.06	\$50.04
	4	\$48.86	\$50.08	\$51.08
7	1	\$50.59	\$51.85	\$52.89
	2	\$52.33	\$53.64	\$54.71
	3	\$54.06	\$55.41	\$56.52
	4	\$55.80	\$57.20	\$58.34
	5	\$57.53	\$58.97	\$60.15
	6	\$59.27	\$60.75	\$61.97

4. Pay rates for Librarians and Library Assistants

The parties agree that the pay rates for librarians and library assistants are as shown below:

Grade	Step	Printed rates in the SSSCA 2022-2024	Hourly rates effective 24 March 2026	Hourly rates effective 23 March 2027
A	1	\$27.87	\$28.57	\$29.14
	2	\$29.18	\$29.91	\$30.51
	3	\$30.57	\$31.33	\$31.96
B	1	\$30.96	\$31.73	\$32.37
	2	\$31.82	\$32.62	\$33.27
	3	\$32.72	\$33.54	\$34.21
	4	\$33.66	\$34.50	\$35.19
	5	\$34.64	\$35.51	\$36.22
	6	\$35.66	\$36.55	\$37.28
	7	\$36.67	\$37.59	\$38.34
C	1	\$39.17	\$40.15	\$40.95
	2	\$40.52	\$41.53	\$42.36
	3	\$41.92	\$42.97	\$43.83
	4	\$43.37	\$44.45	\$45.34
	5	\$44.87	\$45.99	\$46.91
D	1	\$47.54	\$48.73	\$49.70
	2	\$48.95	\$50.17	\$51.18
	3	\$50.40	\$51.66	\$52.69
	4	\$51.89	\$53.19	\$54.25

5. Pay rates for Science Technicians

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

Grade	Step	Printed rates in the SSSCA 2022-2024	Hourly rates effective 24 March 2026	Hourly rates effective 23 March 2027
1	1	\$27.87	\$28.57	\$29.14
	2	\$29.18	\$29.91	\$30.51
	3	\$30.57	\$31.33	\$31.96
2	1	\$31.47	\$32.26	\$32.90
	2	\$32.36	\$33.17	\$33.83
	3	\$33.28	\$34.11	\$34.79
	4	\$34.25	\$35.11	\$35.81
	5	\$35.25	\$36.13	\$36.85
	6	\$36.28	\$37.19	\$37.93
	7	\$37.34	\$38.27	\$39.04
	8	\$38.39	\$39.35	\$40.14
3	1	\$40.20	\$41.21	\$42.03
	2	\$41.35	\$42.38	\$43.23
	3	\$42.52	\$43.58	\$44.45
	4	\$43.73	\$44.82	\$45.72
	5	\$44.97	\$46.09	\$47.02
	6	\$46.26	\$47.42	\$48.36
	7	\$47.58	\$48.77	\$49.74
	8	\$48.95	\$50.17	\$51.18

6. Pay rates for Other School Support Staff

The parties agree that the pay rates for all school support staff, that are not covered by a pay equity claim settlement in the agreement (i.e. excluding teacher aides, administration staff, librarian and library assistants and science technicians), are as shown below:

Grade	Step	Printed rates in the SSSCA 2022-2024	Hourly rates effective 24 March 2026	Hourly rates effective 23 March 2027
A-B	1	\$24.83	\$25.45	\$25.96
C	2	\$25.60	\$26.24	\$26.76
	3	\$26.47	\$27.13	\$27.67
	4	\$27.34	\$28.02	\$28.58
	5	\$28.21	\$28.92	\$29.49
C-D	6	\$29.08	\$29.81	\$30.40
D	RoR			
	7	\$38.77	\$39.74	\$40.53

7. Motor Vehicle Allowance increase

The parties agree to increase the Motor Vehicle Allowance to \$0.83 per kilometre.

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.

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

The parties agree to amend clauses 1.5 Savings, 6.2 Service for 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 1.6 Interpretations and Definitions will also be amended to include definitions for "Converted School" and "Transferred Employee":

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

1.6.9 "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.

9. Expand coverage to remove exclusion of non-teaching guidance counsellors

The parties agree to amalgamate clauses 1.3.2 and 1.3.3 so that the chapeau says:

1.3.2 This agreement is applicable to every employee employed by an employer **except** for the following roles:

The words “guidance counsellors” will be amended to read

(x) Guidance counsellor who holds a current practicing certificate or limited authority to teach.

Note: For avoidance of doubt any therapists not excluded above are covered by this agreement.

This has the effect that non-teaching guidance counsellors come under coverage of the SSSCA.

The parties agree the following wording will be added to the SSSCA, (NEW) Part 3E: Other Positions:

3E.3.2 The minimum rate for guidance counsellors will be Grade D step 6 of the Other Support Staff scale, provided that the employee holds a relevant qualification for a guidance counsellor recognised at Level 7 or above on the NZQF, or is a registered psychologist. Relevant qualifications may include:

- *Counselling,*
- *Social work,*
- *Post-graduate Nursing, specialising in mental health.*

3E.3.3 All other employees who are paid under Part 3E should be assessed upon appointment as set out below.

The parties agree the following wording will be added to the SSSCA in a new Annexe 1:

Annexe 1 Guidance Counsellor Translation

- 1. This Appendix sets out translation rules for non-teaching guidance counsellors who become bound by the SSSCA on 24 March 2026 as a result of the change of coverage. All references to steps below are the steps in the pay scale in clause 3E.4.1 of this agreement.*
- 2. Translation Table for non-teaching guidance counsellors who hold a relevant qualification for a guidance counsellor recognised at Level 7 or above on the NZQF or is a registered psychologist.*

<i>Hourly rate immediately before becoming bound by the SSSCA:</i>	<i>Translate to/on</i>
<i>Above step 7</i>	<i>Maintain current rate</i>
<i>Between steps 6 and 7</i>	<i>Maintain current rate</i>
<i>At or below step 6</i>	<i>Step 6</i>

- 3. If an employee is paid a salary, the hourly rate will be determined by dividing their full-time equivalent salary plus enduring allowances (but not incidental allowances) by:*
 - *1955.357 for employees who work 37.5 hours per week full-time*
 - *2085.714 for all other employees*

4. *If an equivalent enduring allowance is provided for under the SSSCA, that will be excluded from the calculation of the hourly rate.*
5. *Translation for non-teaching guidance counsellors who do not hold a relevant qualification for a guidance counsellor recognised at Level 7 or above on the NZQF or is not a registered psychologist will be assessed in accordance with clause 3E.3.4, provided that their hourly rate (as determined in clause 3 above) must not be lower than their rate immediately before transfer.*

Under clause 3.8.3 if an employee wants to have their salary reviewed, they should raise it with their employer; they have the right to representation at any stage.

Te Whakarōputanga Kaitiaki Kura o Aotearoa | New Zealand Boards Association (NZSBA) will provide advice to employers on how to move guidance counsellors onto the SSSCA.

10. Part 10 Employment Protection and Surplus Staffing Provisions

The parties agree to meet over the term of the agreement to progress technical changes to Part 10: Employment Protection and Surplus Staffing Provisions. The parties' intention is to improve clarity around process and readability for employees and employers. Any agreed changes will be incorporated into the collective agreement by the way of a variation.

11. Conduct and performance

The parties agree to amend the current Part 8 Complaints and Discipline clauses and rename to Conduct and Performance. The amendments set out a more detailed process for conduct concerns (clause 8.1) and introduce a separate process for performance matters (new clause 8.3). **The changed Part 8 is detailed in the tracked changes of the SSSCA provided.**

NZSBA 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.

12. Extension to the medical certificate timeframe

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

(c) 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. If medical evidence is requested within five consecutive calendar days, the employer will agree to meet the employee's reasonable expenses in obtaining the proof. Expenses in obtaining medical evidence after five days will be at the employee's cost.

13. Recognition of workplace delegates

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

11.4 (NEW) Worksite Representative (WSR)/Union Delegate Entitlements

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

11.4.2 WSR/Union delegates 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 union delegates to share union notices and information with employees.

14. Grandparent 37.5 hour full-time employment

The parties agree to the following change to clause 2.3.1 Categories of employment:

(a) From 20 July 2026, a full-time employee is an employee who is employed for 40 hours per week, 52 weeks per year.

(b) From 20 July 2026, employees who have been employed for 37.5 hours per week as a full-time salaried employee will have their hours of work arrangements grand-parented while they remain in their current role.

15. 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 SSSCA is provided.** The key technical changes are highlighted below:

- Reordering and streamlining the remuneration section which had become complex due to the inclusion of four pay equity scales for different workforce groups (Part 3).
- Clarification on requirements when making appointments to ensure employees understand whether hours can be varied through their letter of offer (clauses 2.2 and 2.5).
- Definitions of term-time only and casual employment (clauses 2.3.3 and 2.3.5).
- The application of the Tiaki Allowance to include cleaning the student and the environment (clause 5.4).
- Removal of clauses which are inconsistent with or cannot be enforced under legislation.

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

Terms of Settlement only

16. 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.

Communication on fixed-term employment for teacher aides

The parties agree that the Ministry will communicate directly to schools where data identifies that teacher aides 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 NZSBA, 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.

17. 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.

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 _____ by:

Advocate for NZEI Te Riu Roa

Advocate for the Secretary for Education

Witnessed:

For Te Whakarōputanga Kaitiaki Kura o Aotearoa | NZSBA