



**Te Tāhuhu o
te Mātauranga**
Ministry of Education

[REDACTED]
Advocate
NZEI Te Riu Roa
via email to [REDACTED]

19 March 2026

Tēnā koe [REDACTED]

Offer for renewal of the Kindergarten Teachers', Head Teachers' and Senior Teachers' Collective Agreement (KTCA)

The Ministry and the Kindergarten Associations recognise the important role the NZEI Te Riu Roa and its delegates play in supporting the kindergarten workforce of dedicated and passionate teachers, head teachers and senior teachers.

Thank you for the constructive approach to our discussions looking for common ground about options for key priorities for members and for employers.

We have listened carefully to member concerns, and this has allowed us to shape an offer that values the work of kindergarten teachers, recognises the leadership expertise of head and senior teachers and supports Kindergarten Associations to operate and implement the KTCA.

This offer builds on significant kindergarten teacher pay increases in recent years, providing meaningful improvements to pay and conditions in a time of fiscal restraint. It reflects shared priorities and a continued commitment to strengthening the kindergarten teaching profession and outcomes for children.

In summary the offer is:

- **A 36-month term** starting from 5 April 2026
- **Renewal of the Unified Pay Scale** for the term of this agreement, a mechanism that provides that during the term i.e. up to 4 April 2029 kindergarten teachers will be offered any future increases agreed with primary teachers.
- **Remuneration increases** of 2.5% from 6 April 2026 and a further 2% or 2.1% from 6 April 2027
- **Improve pay relativities** between teachers, head teachers and senior teachers to enhance career pathways and support recruitment and retention into leadership roles

- **Increase the mileage rate** for motor vehicles to 83 cents per kilometre to align with other education sector agreements
- Strengthen expectations for head teachers undertaking sabbaticals to present findings or learnings in a professional setting
- Amend the scope of disregarded sick leave to clarify when leave will not apply
- Amend the time a teacher must return to work to be eligible for the parental grant
- **Recognise all day-to-day relief hours** for salary progression to match the treatment of other forms of teaching service

Details of the offer are outlined in the Terms of Settlement, and we will share a tracked change collective agreement with you on 20 March.

The dates for term and rate increases included in the offer for settlement assumes members will determine whether to accept the terms of the offer prior to the expiry of the current agreement on 4 April 2026. If the terms of the offer are not agreed, the offer will lapse on 7 April 2026.

The Ministry intends to publish this offer on 2 April, 10 working days after it is shared with you in accordance with our agreed bargaining process agreement.

Nāku noa nā


Advocate for the Secretary for Education