

Terms of the Offer for Settlement of the Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement

Set out below is the offer for the settlement for a renewed *Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement (2026 - 2029)* (KTCA) and is to be read in conjunction with the marked up collective agreement.

This offer is made by the Secretary for Education to NZEI Te Riu Roa on 19 March 2026. 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, and the new collective agreement signed, by 5pm 7 April 2026.**

The terms outlined in this document will be published by the Ministry of Education on 2 April 2026.

1. Term of Agreement

The offer for settlement is to amend clause 1.4 for a term effective from **5 April 2026 to 4 April 2029.**

2. Increases for Teachers

The offer for settlement is to increase the Base Salary Scale for Teachers as set out in the table below and in clause 3.1.1 (a) by:

- 2.5% on all steps on 6 April 2026; and
- 2.0% on steps 1 – 8 on 6 April 2027; and
- 2.1% on steps 9 and 10 on 6 April 2027.

K1 - Base Salary Scale for Teachers

Step	Qualification Groups	Rates effective 2 December 2024	Rates effective 6 April 2026	Rates effective 6 April 2027
1	P3E	\$61,329	\$62,862	\$64,119
2	P3+E	\$64,083	\$65,685	\$66,999
3	P4E	\$66,586	\$68,251	\$69,616
4	P5E	\$70,779	\$72,548	\$73,999
5		\$75,340	\$77,224	\$78,768
6		\$80,224	\$82,230	\$83,874
7		\$86,123	\$88,276	\$90,042
8		\$90,960	\$93,234	\$95,099
9	P3M	\$97,920	\$100,368	\$102,476
10	P3+M, P4M, P5M	\$103,086	\$105,686	\$107,886

These increases cumulate to 4.55% for steps 1 to 8 and 4.65% for steps 9 and 10 over the term of the agreement.

3. Unified Base Salary Scale

The offer for settlement is to renew the unified base salary scale mechanism set out in clause 3.2.5 for the term of the agreement i.e. from 5 April 2026 to 4 April 2029.

4. Increases for Head Teachers and Senior Teachers

The offer for settlement is to increase the salary rates as set out in the table below and in clause 3.1.1 (b) for Head Teachers and relieving Head Teachers and in clause 8.3.2 for Senior Teachers by:

- 2.5% on 6 April 2026; and
- 2.1% on 6 April 2027

In addition, the offer for settlement is to increase the salary rates for Head Teachers, relieving Head Teachers and Senior Teachers by \$3,500 on 6 April 2026 which will be added to the rate after the 2.5% increase has been applied.

K2 – Head Teachers

K2 Relieving Head Teacher	Rates effective	Rates effective	Rates effective
	2 December 2024	6 April 2026	6 April 2027
	\$105,664	\$111,856	\$114,226

K2 Head Teacher	Rates effective	Rates effective	Rates effective
	2 December 2024	6 April 2026	6 April 2027
	\$107,664	\$113,856	\$116,226

Scale K3 Senior Teachers

K3 Senior Teacher	Rates effective	Rates effective	Rates effective
	2 December 2024	6 April 2026	6 April 2027
	\$113,315	\$119,648	\$122,139

Scale K4 Senior Teachers

K4 Senior Teacher	Rates effective	Rates effective	Rates effective
	2 December 2024	6 April 2026	6 April 2027
	\$122,574	\$129,138	\$132,827

These increases cumulate to 8% for Head Teachers and 7.8% and 7.5% for K3 and K4 Senior Teachers respectively over the term of the agreement.

5. Increase the motor vehicle reimbursement rate

The offer for settlement is to increase reimbursement incurred when using a private motor vehicle from the current 58 cents for teachers and 62 cents for senior teachers to 83 cents per kilometre as set out in clauses 5.1.1 and 8.7.2. This increase will align the rate to other education sector agreements.

6. Paid Sabbatical Leave

The offer for settlement is to amend the paid sabbatical leave under clause 4.9 to include provision requiring head teachers to present their learnings in a professional setting agreed with their employer as set out below:

4.9.4 Head Teachers must present examples of how they have integrated the learnings, outcomes and/or growth from the sabbatical leave into their practice within six months of completing a sabbatical, in a professional forum agreed with their employer.

The offer for settlement also requires the Ministry, NZEI Te Riu Roa and Kindergarten Association employer representatives to review the process and criteria, and update as required before the publication of the guidance for the 2028 round of applications.

7. Parental Grant

The offer for settlement is to update clauses 4.5.1 and 4.5.2 for readability and amend return-to-work requirements for eligibility for the Parental Grant in clause 4.5.2(a) from six weeks to six months.

8. Relievers

The offer for settlement is to remove the limit on service of relieving teachers recognised for salary purposes in clause 3.33 (d).

9. Disregarded Sick Leave

The offer for settlement is to amend clause 4.3.13 to clearly define the circumstances when disregarded sick leave will not apply, which would be where:

- i. payment has been made by the Accident Rehabilitation and Compensation Insurance Corporation in relation to the injury.*
- ii. events giving rise to a complaint/personal grievance raised against the employer has contributed to the sickness or injury, and/or*
- iii. the employee being subject to a disciplinary or competency process has contributed to the sickness.*

10. Consultation Process

The offer for settlement is to update the consultation processes in clauses 2.7 to 2.12 to improve their readability and flow.

11. Technical and Readability

The offer for settlement is for the following technical changes which are intended to provide clarification and improve readability.

Clauses	Reason for change
Throughout the agreement	Change “employee” for “teacher”
Throughout the agreement	Change “shall” to “will”
1.1.1	Correct legislation reference
1.6.1(j) and 1.6.1(k)	Add source reference to applicable regulations
2.2	Reorder and update clause wording

Clauses	Reason for change
3.7.5(f)	Change "him/her" to them
2.2.6	Delete clause
2.5.7	Clause wording updated
2.7	Reorder and update clause wording
2.20	Delete clause as agreed in last settlement
3.1.1 Note	Delete note as agreed in last settlement
3.3.4(c)	Update references/titles
3.9.4	Add "consecutive" to working days
3.12.1 and 4.9.1	Clause wording updated to remove "from the start of 2024"
4.2 (g) and 8.5.5	Clause wording updated
4.5.1 and 4.5.2	Clause wording updated for readability
4.7.1	Replace "Such leave shall not be unreasonably withheld" with "Where a request is declined, the employer will provide the teacher with reason(s) for the decision."
6.4.1(b)	Clause wording updated
Part 7 and Appendix A	Update to match legislation

12. Related Matters

A tracked change version of the KTCA with all the changes set out in this offer is provided separately.

The parties note that if this offer for settlement is ratified, Kindergarten Associations will notify the Union of the payment date for the increase to the new salary rates once the new funding rates and the timing of funding payments are confirmed by the Ministry of Education.

The parties also note that following ratification, the Secretary for Education will promulgate an individual employment agreement for non-union teachers based on the terms and conditions in the collective agreement.

Signed in Wellington on _____ by:

██████████

Advocate for NZEI Te Rui Roa

██████████

Advocate for the Secretary for Education

Witnessed:

██████████

for Kindergartens Aotearoa

██████████

for New Zealand Kindergartens Inc