

## 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 - 2028)* (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 20 May 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 29 June 2026.

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

### 1. Term of Agreement

The offer for settlement is to amend clause 1.4 for a term effective from 29 June 2026 to 28 December 2028.

### 2. Increases for Teachers

The parties note that the variation to the 2023-2026 KTCA provided a 2.5% increase to the Base Salary Scale for Teachers as set out in the table below.

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:

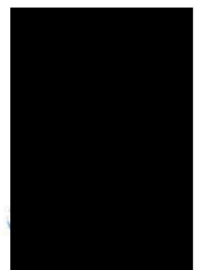
- 2.0% on steps 1 – 8 on 28 January 2027; and
- 2.1% on steps 9 and 10 on 28 January 2027.

#### K1 - Base Salary Scale for Teachers

Step	Qualification Groups	Rates effective 2 April 2026	Rates effective 28 January 2027
1	P3E	\$62,862	\$64,119
2	P3+E	\$65,685	\$66,999
3	P4E	\$68,251	\$69,616
4	P5E	\$72,548	\$73,999
5		\$77,224	\$78,768
6		\$82,230	\$83,874
7		\$88,276	\$90,042
8		\$93,234	\$95,099
9	P3M	\$100,368	\$102,475
10	P3+M, P4M, P5M	\$105,686	\$107,886

### 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 29 June 2026 to 28 December 2028.



#### 4. Increases for Head Teachers and Senior Teachers

The parties note that the variation to the 2023-2026 KTCA provided a 2.5% increase to Head and Senior Teacher rates as set out in the table below.

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 (noting that the Relieving Head Teacher salary rate is set at \$2,000 per annum less than the Head Teacher salary rate) and in clause 8.3.2 for Senior Teachers by:

- An additional flat rate increase of \$3,000 per annum from 29 June 2026
- 2.1% increase to rates effective 28 January 2027
- An additional flat rate increase of \$1,000 per annum from 29 June 2027

##### K2 Head Teachers

K2 Head Teacher	Rates effective 2 April 2026	Rates effective 29 June 2026	Rates effective 28 January 2027	Rates effective 29 June 2027
		\$110,356	\$113,356	\$115,736

K2R Relieving Head Teacher	Rates effective 2 April 2026	Rates effective 29 June 2026	Rates effective 28 January 2027	Rates effective 29 June 2027
		\$108,356	\$111,356	\$113,736

##### K3 Senior Teachers

K3 Senior Teacher	Rates effective 2 April 2026	Rates effective 29 June 2026	Rates effective 28 January 2027	Rates effective 29 June 2027
		\$116,148	\$119,148	\$121,650

##### K4 Senior Teachers

K4 Senior Teacher	Rates effective 2 April 2026	Rates effective 29 June 2026	Rates effective 28 January 2027	Rates effective 29 June 2027
		\$125,638	\$128,638	\$131,340

#### 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 will 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 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. Relievers

The offer for settlement is to remove the limit on service of relieving teachers recognised for salary purposes in clause 3.3.3 (d) and to include provisions if a short-term relief engagement is altered or cancelled in clause 2.2.7.

## 8. Cultural Leadership allowances

The offer for settlement is to increase the number of allowances by 6 in 2027 and 6 in 2028 which the parties intend to be allocated to Associations with more than 100 kindergartens, and to update the provisions of the allowance in clause 3.12.2 to affirm the allowance will be paid at the substantive rate for full and part-time teachers; will usually be allocated permanently and may be split between two teachers.

## 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 teacher being subject to a disciplinary or competency process has contributed to the sickness.*

## 10. Union Rights

The offer for settlement is to update clause 2.15 to reference the entitlements for worksite delegates set out in the Employment Relations Act 2000.

## 11. 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.

The parties agree that during the term of this Agreement they will meet up to three times to discuss any impacts of the amended provisions for the consultation process.

## 12. 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
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

Clauses	Reason for change
3.1.1 Note	Delete note as agreed in last settlement
3.3.4(c)	Update references/titles
3.7.5(f)	Change "him/her" to them
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
4.4	Reorder and update clause wording
4.5.1 and 4.5.2	Updated wording for readability
4.7.1	Replace with wording that the employer will provide reasons if a request is declined
6.4.1(b)	Clause wording updated
Part 7 and Appendix A	Update to match legislation

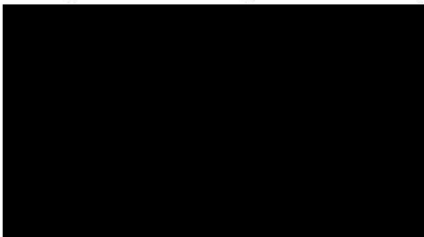
### 13. Related Matters

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

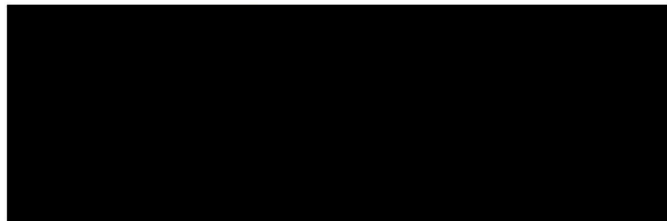
The parties note that if this offer for settlement is ratified, Kindergarten Associations will notify the Union of the payment date for the increase to the new salary rates for Head and Senior Teachers once the new funding rates and the timing of funding payments are confirmed by the Ministry of Education.

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 20 May 2026 by:

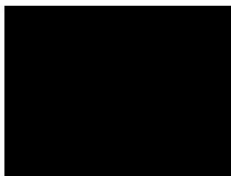


Advocate for NZEI Te Rui Roa

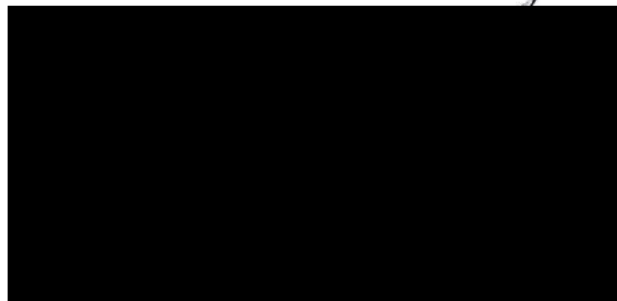


Advocate for the Secretary for Education

Witnessed:



for Kindergartens Aotearoa



for New Zealand Kindergartens Inc