



Teacher Bonding Scheme

Teacher Guidance

August 2026

The Teacher Bonding Scheme (TBS) recognises the important contribution teachers make when they work in Priority Staffing Schools. TBS placements are linked to specific teaching vacancies in Priority Staffing Schools. Vacancies that are eligible for the TBS will be identified in the job advertisement. Teachers that meet the eligibility criteria can apply for these roles and, if appointed, participate in the scheme.

Am I eligible?

To take part in TBS, a teacher must meet the following eligibility criteria:

- Hold and maintain a current practising certification (Teaching Council of Aotearoa New Zealand).

Teachers applying for a TBS vacancy must have either:

- been employed at a different school immediately prior to applying for this vacancy, or
- have at least a 12-month gap since last being employed (on a fixed-term or permanent employment agreement) at the school.

Exceptions: The 12-month exclusion does not apply where the teacher:

- was previously employed at the same school under a Limited Authority to Teach (LAT) and now meets the qualification and practising certificate requirements above; or
- was previously employed at the same school as a day relief teacher and is now being appointed to a fixed-term or permanent eligible teaching position.

How much can I receive?

Teachers appointed to TBS roles will receive a lump sum payment annually, up to a maximum of \$40,000 before tax over five years. Lump sum payments are made through payroll.

See the below table for a breakdown.

Time	Amount (before tax)
1 year	\$5,000
2 years	\$6,500
3 years	\$8,000
4 years	\$9,500
5 years	\$11,000
Total	\$40,000

How do payments work?

Once appointed to the position, the teacher must complete 12 months of continuous service at a minimum of 0.3FTTE to be eligible for payment. Payments are made annually in Term 1a.

For example, a teacher who begins their TBS appointment in Term 4, 2026 or Term 1, 2027 will receive their first payment in Term 1, 2028. After that first payment, payments will be made annually in Term 1.

A teacher must complete each 12-month service period to qualify for the corresponding annual payment.

Payments are prorated according to a teacher's FTTE. See table below for an example of the prorated breakdown.

Minimum	Maximum	Payout
0.8	1.0	100%
0.6	.7999999	80%
0.3	.5999999	60%

Eligibility and continuous service requirements

To participate in the TBS, a teacher will need to acknowledge and agree that:

- they currently hold and will maintain a current practising certificate issued by the Teaching Council of Aotearoa New Zealand duration of their participation in the scheme.
- they will notify their employer if their practising certificate status changes.
- their eligibility and ongoing participation may be verified using Education Payroll and Teaching Council records.
- they must remain continuously employed in the position and the school where they are appointed.
- TBS placements are not transferable between schools.
- they must complete each 12-month service period to qualify for the corresponding annual payment.

- a maximum of 14 weeks of leave per year may be taken without affecting payment eligibility
- extended leave may affect payment calculations.
- payment amounts will be prorated in accordance with FTTE.
- if they leave before completing a service period, they will not receive the payment for that incomplete year.

The Ministry of Education will:

- verify a teacher's eligibility using Education Payroll and Teaching Council records.
- administer the TBS in accordance with the published scheme rules.
- assess eligibility before making payments.
- make payments in Term 1 following each completed year of eligible service.
- calculate payments in accordance with FTTE and other scheme requirements.
- communicate with participants regarding eligibility and payments where required.

What happens if I take leave?

Leave

Teachers participating in the TBS are paid after completing 12 months of teaching service. Because of this, it's important to understand how taking leave affects the scheme's calculation of a teacher's year of service.

Leave means any type of leave provided for under the relevant teacher collective agreement.

Leave allowance

- Teachers can take up to **14 weeks of leave in a year** without affecting their year of service for their annual TBS payment.
- The 14-week allowance includes both **paid and unpaid leave**.
- **Paid parental leave is not included** in the 14-week allowance. There is more information on paid parental leave below.

If more than 14 weeks of leave is taken

- If a teacher takes more than 14 weeks of leave in a year, their annual payment will be reduced proportionately.
- The reduction is calculated as:

$$\text{Weeks of leave above 14 weeks} \div 52 \times 100 = \text{percentage reduction}$$

Example

If a teacher takes **15 weeks of leave**, they have taken **1 week more** than the 14-week allowance.

- $1 \div 52 \times 100 = \mathbf{1.9\% \text{ reduction}}$
- The teacher would therefore receive **98.1% of their annual payment**.

For example, if the payment amount is **\$5,000**, the teacher would receive **\$4,905**.

No option to make up excess leave

Teachers cannot make up leave taken beyond the 14-week allowance to receive the full payment amount, and they cannot request to do so.

Paid Parental Leave

Teachers are entitled to paid parental leave in accordance with the Parental Leave and Employment Protection Act 1987 (or any replacement legislation) and their applicable employment agreement.

Effect on year of service

- Time spent on **paid parental leave does not count towards a teacher's year of TBS service**.
- A teacher's progress towards their year of service is **paused** while they are on paid parental leave.
- Their year of service **resumes when they return to work**.

Relationship to the 14-week leave allowance

- Paid parental leave is **separate from, and additional to, the 14-week leave allowance**.
- For example, a teacher could take up to **26 weeks of paid parental leave** without using any of their 14-week leave allowance.

Parental payment timing

When a teacher returns from paid parental leave, their year of service continues from where it stopped.

As a result, some teachers may complete their year of service later than others in their group and will need to be managed individually, with their payment made at a later date.

Contact us

If you have any questions, we're here to help.

Email: teacher.supply@education.govt.nz



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

