

| Our Claims | | New Offer elements in yellow | Previous offer | Commentary |
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| Fair pay and conditions | Term | 24 months | 36 months | The length of the agreement is important because it dictates how quickly we can return to bargaining for further pay increases and further reductions in the maximum timetabled classroom teaching time. |
| | Pay rise to address cost of living increases | <p>First pay increase: Following ratification, the greater of 6% or \$4,000 on pay steps</p> <p>Two further pay increases in 2024:</p> <ol style="list-style-type: none"> 3% increase on 3 July 2024; 2 Dec 2024: Pay increases as per last offer (i.e. with the top of the pay scale going to \$100,000). This means that there will be further pay increases between \$1,162 and \$1,738 for steps 2-11 of the pay scale. The two 2024 increases add up to increases of between 4.28% and 9.71%. <p>A new element is the merging of the bottom two steps of the pay scale, leading to a higher entry step for beginning teachers. This will result in an increase of the beginning teacher salary of \$3,716 in Dec 2024 to step 1.</p> <p>Lump sum payment of \$4,500 before tax. This is pro-rated for relievers and part-time teachers. Non-members will only receive \$3,000 (prorated).</p> | <p>Continuation of Unified Base Salary Scale</p> <p>First pay increase: \$4,000 increase on salaries from December 2022</p> <p>Second pay increase: 3% or \$2000 on salaries on 1 Dec 2023</p> <p>Third pay increase: Dec 2024: 2-3.3%</p> | <p>On ratification: salary increase of \$4,000 or 6% (whichever is more). This means immediate increases of between \$4,000 and \$5,400. The 6% offer will make a difference to teachers on steps 7 or higher who will see their initial pay increases improve by a further \$202 - \$1,400 per annum when compared to the last offer.</p> <p>In 2024, there will now be two pay increases:</p> <ol style="list-style-type: none"> In July 2024, pay will increase by 3% for everyone. The removal of the “3% or \$2000” option in the previous offer will have a small (\$26- \$339 per year) detrimental effect on teachers on steps 1-5 when compared to the year 2 rates in the last offer but provide for further improved pay increases for teachers above step 6. In December 2024, the pay increase is as per the previous offer in terms of the rates that have been offered. But the bottom two steps of the pay scale would be combined. This will increase the entry step of the pay scale to \$60,735 (vs \$58,505 in the last offer). <p>The \$4,500 lump sum is financially more valuable than the backpay to December 2022 in the previous offer. For some teachers it would be the equivalent of back-paying to the expiry of the ASTCA in July 2022.</p> |

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| | | Reliever cap is lifted from step 6 to step 7 from start of 2024. | | \$1,500 of the \$4,500 is a member-only benefit. So, non-members will only receive a \$3,000 lump sum payment. |
| | Fair Mileage rates | 83 cents per kilometre | 83 cents per kilometre | Unchanged |
| | Improved Holidays and sick leave | Sick leave improvements. Remove the intervening weekend rule. New sick leave accrual system with increased sick leave entitlements. Holiday pay compliance to be agreed during term. | Sick leave improvements. Remove the intervening weekend rule. New sick leave accrual system with increased sick leave entitlements. Holiday pay compliance to be agreed during term. | Unchanged from previous offer. No teacher will translate with a lower sick leave balance than they held pre-translation and everyone will translate with at least 10 days of sick leave. |
| | Teaching Council fee | \$710 one off payment to union members only | \$710 one off payment to union members only | This \$710 lump sum payment is in addition to the \$4,500 lump sum payment that union members will receive (see above). |
| Attracting people to the profession | Full registration for beginning teachers | \$512 during the term of the agreement paid directly to the Teaching Council by MOE | \$512 during the term of the agreement paid directly to the Teaching Council by MOE | unchanged |
| Parity of conditions | Classroom release time | <p>The same increases to release time as provided in the previous offer. The timing of phasing them in has however changed. The reduction in maximum timetabled classroom teaching time will be phased in from start of year 2024 (30 minutes/week); Term 3 2024 (30 min/week); start of year 2025 (30 min/week).</p> <p>The timeframe for the additional hour of release time per week for permanent unit holders who teach</p> | <p>Decrease the maximum timetabled classroom teaching time for teachers who teach predominantly in years 1-6 by-</p> <ul style="list-style-type: none"> • 30 minutes/week from term 3, 2024 • 30 minutes/week from term 1, 2025, and • 30 minutes per week from term 3, 2025. <p>Overall this means an increase in release time of 15 hours per term.</p> | <p>The new offer brings forward the CRT rollout to the start of 2024. All three implementation dates have been brought forward so the increased release time will be available earlier.</p> <p>However, the implementation of the additional release time for permanent unit holders has been delayed.</p> |

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| | | predominantly in years 1-6 has been pushed out to Term 1 2025. | Permanent unit holders who teach predominantly in years 1-6 will see their maximum timetabled classroom teaching time reduced by a further one hour per week from Term 3, 2024. | |
| Recognising cultural competency | Māori immersion Pasifika (from 2024) Cultural leadership allowance | \$12,000 maximum L1 \$8,000 maximum L2 \$8,000 maximum L1 \$6,000 maximum L2 \$5,000 allowance from 2024 (one per area school) | \$12,000 maximum L1 \$8,000 maximum L2 \$8,000 maximum L1 \$6,000 maximum L2 \$5,000 from 2024 (one per area school) | Unchanged from previous offer |
| Kapa haka release days | | The Collective Agreement will now specify that area school teachers can also access the 140 relief days available to primary teachers to attend Te Mana Kuratahi (the National Primary Kapa Haka Competition) | No offer | Area school teachers will be able to share in the primary teacher allocation of kapa haka release days much in the same way as this is possible for secondary teachers. |
| | Increased flexibility with Kāhui Ako school allowances | Unchanged from previous offer | A kāhui ako responsibility allowance of \$2,000 will be introduced. The within-school teacher allowance remains at \$8,000. Release time is retained but inquiry time is disestablished. | unchanged |

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| | Prorated release time for part time teachers | Part-time teachers who teach predominantly in years 7 or above will be able to have access to a prorated reduction in their classroom teaching time. However, they will no longer receive the 11% salary loading. Part-time teachers teaching predominantly in years 6 or below will continue to receive the salary loading but won't be able to access this new release time entitlement | | This offer reflects changes being offered to secondary teachers. The wording of the offer is still ambiguous on this point and suggests a variation of the agreement once the Secondary Teachers' CA. It is possible that the coming days will bring more clarity on the scope of this component of the offer. |
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Base Salary Scale

| step | current salary | on ratification | 3 July 2024 | 2 December 2024 |
|------|----------------|-----------------|-------------|-----------------|
| 1 | \$51,358 | \$55,358 | \$57,019 | \$60,735 |
| 2 | \$53,544 | \$57,544 | \$59,270 | |
| 3 | \$55,948 | \$59,948 | \$61,746 | \$63,187 |
| 4 | \$58,133 | \$62,133 | \$63,997 | \$65,416 |
| 5 | \$61,794 | \$65,794 | \$67,768 | \$69,150 |
| 6 | \$65,776 | \$69,776 | \$71,869 | \$73,307 |
| 7 | \$70,040 | \$74,242 | \$76,470 | \$77,786 |
| 8 | \$75,190 | \$79,701 | \$82,092 | \$83,197 |
| 9 | \$79,413 | \$84,178 | \$86,703 | \$88,000 |
| 10 | \$85,490 | \$90,619 | \$93,338 | \$94,500 |
| 11 | \$90,000 | \$95,400 | \$98,262 | \$100,000 |

