



9 December 2022
(revised 23 February 2023)

Joschka.Hoffmann@nzei.org.nz

Attention: Joschka Hoffmann

Tēnā koe Joschka

Offer for the settlement of the *Primary Teachers' Collective Agreement* under the Public Sector Pay Adjustment (PSPA) process

I am pleased to make the following offer to settle the Primary Teachers' Collective Agreement.

Remuneration

We understand that remuneration continues to be a key concern for your members to ensure that they feel valued, retain the gains from the previous settlement and can enjoy a good standard of living in Aotearoa New Zealand.

The Public Sector Pay Adjustment (PSPA) is an offer which provides significant increases to both the trained and untrained teachers' pay scale and renews the Unified Base Salary Scale (UBSS) for the term of the settlement.

This adjustment provides at least a \$6,000 increase over a twenty-four-month term for all trained teachers, with an increase of \$4,000 from the commencement of the collective agreement arising from this offer, and a further increase of \$2,000 or 3%, whichever is the greater, after a further 12 months.

This translates to base salary increases that range from 11.7% for trained teachers entering at step 1 of the UBSS, to 7.6% for trained teachers paid at the top step, who will be paid a base salary of \$96,820 in Year 2. This is set out in the table below and provided in further detail in Appendix A:

Step	Current Salary	Dec 2022	Dec 2023	\$	%
				Change (cumulative)	Change (cumulative)
1	\$51,358	\$55,358	\$57,358	\$6,000	11.7%
2	\$53,544	\$57,544	\$59,544	\$6,000	11.2%
3	\$55,948	\$59,948	\$61,948	\$6,000	10.7%
4	\$58,133	\$62,133	\$64,133	\$6,000	10.3%
5	\$61,794	\$65,794	\$67,794	\$6,000	9.7%
6	\$65,776	\$69,776	\$71,869	\$6,093	9.3%
7	\$70,040	\$74,040	\$76,261	\$6,221	8.9%
8	\$75,190	\$79,190	\$81,566	\$6,376	8.5%
9	\$79,413	\$83,413	\$85,915	\$6,502	8.2%
10	\$85,490	\$89,490	\$92,175	\$6,685	7.8%

11	\$90,000	\$94,000	\$96,820	\$6,820	7.6%
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This adjustment also provides significant increases for untrained teachers with a minimum starting rate of \$23.65 per hour.

Classroom release time

Beyond remuneration, we have heard an increase to classroom release time (CRT) is a critical component to any settlement for your members to alleviate workload for your classroom teachers.

I offer to increase the amount of CRT by one and a half hours per week phased in from the start of Term 3, 2023. This will provide full-time teachers with 25 hours of classroom release time per term and more than doubles the current entitlement over the term of the agreement.

Additionally, I offer one hour of CRT per week for permanent unit holders starting in Term 3, 2024 which, in addition with the general CRT increase, will provide more than triple the amount of release time currently available to those who receive a unit for leadership responsibilities.

Additional payments

NZEI Members

To acknowledge the benefits of a collective agreement and the benefits arising from our relationship, a one-off gross payment of \$750 is made to NZEI members employed as at 3 March 2023. This will be pro-rated for part-time staff and short-term relievers.

All teachers

In year two of the collective agreement, a one-off gross payment of \$500 is made to all primary teachers employed as at 1 December 2023. This will be pro-rated for part-time staff and short-term relievers.

Recognition of cultural leadership, Māori and Pacific language skills and the Maramataka calendar

You have indicated recognition of the value of cultural leadership, Māori and Pacific language instruction and the Maramataka calendar is key for your members.

I offer to close the Advanced Classroom Expertise Teacher allowance (ACET) to new applicants and repurpose the unused funding to contribute to the introduction of 1200 Cultural Leadership allowances at \$5,000 per annum. The purpose of these allowances will be to build staff capability and cultural leadership in schools and kura. The allowances will be implemented no later than term 3 2023.

I also offer an increase to the Māori Immersion Teaching Allowance (MITA) for immersion level 1 and 2 from the start of 2023 at the rates shown in the attached Terms of Settlement. The proposed rates and revised clauses will provide up to \$12,000 for teachers with six years' experience in level 1 immersion settings and are intended to recognise te reo Māori as a taonga to be actively protected under Te Tiriti o Waitangi, and the special and valued skills kaiako must have to teach the curriculum in te reo Māori.

I support your view that employees should not be disadvantaged if employed by schools who are approved to change to a Maramataka calendar. Once a new legislative framework is in place enabling schools to seek to change to the Maramataka calendar, we will meet with you to discuss a variation to the collective agreement.

I also offer to introduce a Pacific Bilingual Immersion Teaching Allowance (PBITA) for immersion levels 1 and 2 from the start of the 2023 school year, at the rates shown in the attached Terms of Settlement.

Sick leave

My offer includes changes to sick leave to ensure compliance with the Holidays Act 2003 while providing increased sick leave benefits that go over and above the Act so those working in schools can access sick leave when it is most needed.

Relief teachers

I agree that the Ministry will meet with the NZEI to discuss reliever employment issues during the term of the collective agreement.

Nāku noa, nā

Nicole Williams
Advocate for the Secretary for Education

Appendix A: Terms of Settlement

This section sets out the components of the settlement of the *Primary Teachers' Collective Agreement (PTCA) 2022 – 2024*.

This agreement has been settled between the Secretary for Education and the NZEI Te Riu Roa. It shall be subject to ratification by NZEI members pursuant to section 52 of the Employment Relations Act 2000.

The terms outlined in this document are valid for ratification by NZEI provided ratification is confirmed and the new collective agreement is signed no later than 5pm on 6 March 2023.

1. Term of agreement

The Primary Teachers' Collective Agreement (PTCA) 2022 – 2024 shall be effective for 24 months from 1 December 2022, provided this agreement is signed by 6 March 2023.

2. Remuneration for Trained Teachers

The parties agree that the Unified Base Salary Scale for Trained Teachers will be renewed for the term of the agreement and will provide two annual increases: (\$4,000 in year 1 and \$2,000 or 3% in year 2, whichever is the greater amount) to each step of the UBSS as shown below:

Unified Base Salary Scale for Trained Teachers:

STEP	QUALIFICATION GROUP NOTATIONS	Current Rates	Rates effective from 1 December 2022 (+\$4,000)	Rates effective from 1 December 2023 (+\$2,000 / 3%)
1	Q1E, Q2E, Q3E	\$51,358	\$55,358	\$57,358
2		\$53,544	\$57,544	\$59,544
3	Q3+E	\$55,948	\$59,948	\$61,948
4	Q4E	\$58,133	\$62,133	\$64,133
5	Q5E	\$61,794	\$65,794	\$67,794
6		\$65,776	\$69,776	\$71,869
7		\$70,040	\$74,040	\$76,261
8		\$75,190	\$79,190	\$81,566
9		\$79,413	\$83,413	\$85,915
10	Q1M, Q2M, Q3M	\$85,490	\$89,490	\$92,175
11	Q3+M, Q4M, Q5M	\$90,000	\$94,000	\$96,820

3. Remuneration for Untrained Teachers

The parties agree to increase the minimum and maximum pay rates for untrained teachers, as shown below:

Step	Printed rate 1 July 2021	Current Rates from April 1 2022	Rates effective from 1 December 2022	Rates effective from 1 December 2023
Minimum	\$42,957	\$44,096	\$49,192	\$51,192
Maximum	\$44,847	\$44,847	\$51,192	\$53,192

4. Increase to classroom release time for all full-time primary teachers

The parties agree to increase classroom release time (CRT) for all full-time primary classroom teachers by one hour and thirty minutes per week (i.e. 15 hours per term) over the term of the

collective agreement. This will provide full-time teachers with two and a half hours per week or 25 hours of classroom release time per term. This will be pro-rated for part-time teachers employed for at least 0.8 FTTE per week.

The parties agree to phase in the increases to CRT by adding:

- 5 hours per term from Term 3, 2023
- 5 hours per term from Term 1, 2024
- 5 hours per term from Term 3, 2024

5. Classroom release time for teachers with one or more permanent units

The parties agree to provide one hour of classroom release time per week for classroom teachers who hold one or more permanent units, effective from Term 3, 2024. This will provide eligible teachers with an additional 10 hours of classroom release time per term.

6. Māori Immersion Teaching Allowance (MITA)

The parties agree that the Māori Immersion Teaching Allowance (MITA) for immersion level 1 and 2 will increase from the start of the 2023 school year, as shown below:

MITA	Pre-2023 rates	Rates from 28 Jan 2023	Pre-2023 rates	Rates from 28 Jan 2023	Pre-2023 rates	Rates from 28 Jan 2023
Teaching time curriculum taught in Te Reo Māori	Level 1 (81% to 100%)	Level 1 (81% to 100%)	Level 2 (51% to 80%)	Level 2 (51% to 80%)	Level 3 (31% to 50%)	Level 3 (31% to 50%)
Base allowance	\$4,000	\$6,000	\$4,000	\$5,000	\$4,000	\$4,000
After 3 years' service	+\$2,000	+\$4,000	-	+\$2,000		-
Total after 3 years' service	\$6,000	\$10,000		\$7,000		
After 6 years' service	+\$4,000	+\$6,000	-	+\$3,000		-
Total after 6 years' service	\$8,000	\$12,000	\$4,000	\$8,000	\$4,000	\$4,000

The clause wording is included in the attached Annexe.

7. Pacific Bilingual Immersion Teaching Allowance (PBITA)

The parties agree to introduce a Pacific Bilingual Immersion Teaching Allowance (PBITA) for immersion levels 1 and 2, effective from the start of the 2023 school year, as shown below:

PBITA	From 28 Jan 2023	From 28 Jan 2023
Teaching time that curriculum is taught in a Pacific language	Level 1 (81% to 100%)	Level 2 (51% to 80%)
Base allowance	\$4,000	\$4,000
After 3 years' service	+\$2,000	+\$1,000
Total after 3 years' service	\$6,000	\$5,000

After 6 years' service	+\$4,000	+\$2,000
Total after 6 years'	\$8,000	\$6,000

The agreed wording is included in the attached Annexe.

8. Additional Payments

Partnership with NZEI - \$750 Lump sum for members employed as at 3 March 2023

The parties agree that all full-time employees who are members of NZEI Te Riu Roa and are bound by the PTCA as at 3 March 2023 are entitled to receive a one-off gross payment of \$750. The payment will be pro-rated for part-time teachers based on their full-time teacher equivalent (FTTE) as at 3 March 2023.

Short-term relievers, as defined in clause 3.23.3, who are bound by this agreement and who are members of NZEI Te Riu Roa on 3 March 2023 will receive a one-off gross payment of \$750 pro-rata based on the proportion of the total number of school days in 2022 for which they have been employed, provided that they have worked at least one day of day relief between 17 October 2022 and 3 March 2023..

Members of NZEI Te Riu Roa who are covered by the PTCA as at 3 March 2023 and on that day were on approved unpaid leave under Part 4 of this collective agreement are entitled, upon application, to receive the one-off gross payment of \$750 on their return to their position providing that they return on or before the end of Term 2, 2023 or on or before the end of Term 4, 2023 for those on parental leave.

A teacher may be eligible to have the payment calculated under more than one category. The minimum payment for any eligible teacher, regardless of FTTE, will be \$75, and no teacher shall receive more than gross \$750 in total. Clause wording is included in the attached Annexe (11). This clause wording will be removed in subsequent collective agreements. Guidance on the lump sum is included in the attached Annexe (11A).

\$500 Lump sum for those employed as at 1 December 2023

The parties agree that an additional one-off gross lump sum of \$500 be paid to all primary teachers employed as at 1 December 2023. This will be pro-rated according to FTTE for part-time teachers and, for short-term relievers as defined in clause 3.23.3, according to the proportion of days worked during the 2023 year for which they have been employed, provided that have worked at least one day of day relief in Term 4, 2023.

A teacher may be eligible to have the payment calculated under more than one category. The minimum payment for any eligible teacher, regardless of FTTE, will be \$50, and no teacher shall receive more than gross \$500 in total. Clause wording is included in the attached Annexe (11). This clause wording will be removed in subsequent collective agreements. Guidance on the lump sum is included in the attached Annexe (11A).

9. Cultural Leadership Allowance

The parties agree to close the Advanced Classroom Expertise Teacher allowance (ACET) to new applicants and repurpose the unused funding to introduce 1200 Cultural Leadership allowances at \$5,000 per annum. The purpose of these allowances will be to build staff capability and cultural leadership in schools and kura, for example a holder of the allowance may coach their peers through engagement with whānau and iwi or Pacific communities, and/or the incorporation of mātauranga Māori into their practice. This will come into effect from July 2023, enabling the parties to determine criteria for accessing the allowance and to work through other

related administrative requirements. We expect any final guidance and eligibility criteria to reflect the position that cultural skills and competencies are a responsibility of all kaiako.

Clause wording for the revised ACET allowance is detailed in the attached Annexe.

10. Relief teachers' employment issues

The parties agree to meet regularly to discuss reliever employment issues during the term of the collective agreement. The parties will work together to agree a terms of reference within two months of ratification of the collective agreement.

11. Sick leave

The parties agree to improve the existing sick leave entitlements. The agreed wording is provided in the attached Annexe.

12. Maramataka Calendar

The Ministry is supportive of boards who apply to the Ministry to have their school calendar changed to the Maramataka calendar. Once a new legislative framework is in place enabling schools to seek to change to the Maramataka calendar, we will meet with you to discuss a variation to the collective agreement.

13. Entitlement clarification and readability

The parties agree to other clause wording which updates and/or improves readability to entitlements for Removals Expenses, Parental Leave, Parental Grant, Disregarded Sick Leave as well as for facilitating RTLB cluster lead school changes. These are detailed in the attached Annexe.

14. Related matters

We note that this settlement will be implemented by the Education Payroll by 31 May 2023, providing it is signed by 6 March 2023.

The parties agree that the terms and conditions in the collective agreement, bar the union only benefit, will be passed on to non-union staff.

15. Technical changes

The parties agree a series of technical changes to the agreement as listed in the attached Annexe.

Signed in Wellington on _____ 2022 by:

Joschka Hoffmann
Advocate for NZEI Te Riu Roa

Nicole Williams
Advocate for the Secretary for Education

Witnessed:
Kate Lethbridge/ Pam Cooper
for NZ School Trustees Association