

What teachers claimed:	Ministry Offer
<p><b>Pay rise to address cost of living increases</b></p>	<p>\$4000 increase to trained teacher salaries backdated to 1 Dec 2022, a further 3% or \$2000 increase to salaries on 1 Dec 2023, and a further increase of 2 – 3.3% Dec 2024, lifting the top of pay scale to \$100,000- a \$10,000 pay increase. By 2 December 2024, all trained teacher base salaries will increase between 10.54% -13.92%. See pay scale below</p> <p>Continuation of the Unified Base Salary Scale to ensure parity of base salaries.</p> <p>A one-off payment of \$710 for anyone who is a member of NZEI Te Riu Roa as of 12 May 2023. This payment will be made in full to full-time, part-time and relief teachers.</p>
<p><b>Increase release time from two to five days per term</b></p> <p><b>Extend release time to teachers who are non-classroom teachers</b> <b>Release time for unit holders on par with secondary teachers</b></p>	<p>Increase release time by-</p> <ol style="list-style-type: none"> <li>5 hours per term from term 3 2024,</li> <li>a further 5 hours per term from term 1 2025,</li> <li>a further 5 hours per term from term 3 2025.</li> </ol> <p>Total increase from 10 to 25 hours per term.</p> <p><b>From term 3 2024</b> – one hour release per week/10 hours per term for permanent unit holders in addition to the ordinary CRT increases.</p> <p>Release time increases will result in the employment of approx. 1500 more teachers.</p> <p>No extension of release time to resource teachers, learning support coordinators or other non-classroom teachers.</p>
<p><b>Increase in value of a unit from \$4000 to \$5000</b></p>	<p>Unit value increases to \$4500 from term 3 2024. Should unit values in other teaching Collective Agreements be increased above \$5,000, the amount of the increase would be passed on to primary teachers.</p>
<p><b>Recognition of cultural leadership, Māori and Pasifika language skills</b></p>	<p>Introduce 1200 cultural leadership allowances of \$5000 p.a. from the start of the 2024 school year. This time will enable time to develop eligibility criteria.</p> <p>Increase Māori Immersion Teaching Allowance to new top rates of \$8000 for level 2 and \$12,000 for level 1 from term 3 2023.</p> <p>Introduce Pasifika Bilingual Immersion Teaching Allowance with rates between \$4,000 and \$8,000 from term 1 2024 (dependent on experience and level of immersion)</p>

<b>Improve teacher-to-student ratios</b>	<p>The Government has committed to reduce student-to-teacher ratios in years 4-8 from 1:29 to 1:28.5 in 2024 and then to 1:28 in 2025. This responds to the key issue of class sizes that our members have raised.</p> <p>The Minister also announced a review of staffing settings in schools.</p>
<b>Increase motor vehicle allowance</b>	Increase from 62 cents per km to 83 cents from term 2, 2023.
<b>Recognition in the collective agreement and payment of a minimum of a unit for SENCOs, Learning Support Coordinators and Outreach Teachers</b>	Learning Support Coordinator role is recognised in the collective agreement. Whilst holding the role does not attract a unit, schools have greater flexibility in providing units to LSCs where they hold special responsibilities. Formally guaranteed pass-on of any additional LSC employment conditions should they be agreed in other collective agreement negotiations.
<b>Raise the step 6 cap on reliever pay</b>	Agreement to discuss reliever issues with terms of reference developed within two months
<b>Remove the intervening weekend rule to ensure teachers cannot lose sick leave over the weekends</b>	This claim has been fully met and the rule will be removed.
<b>Discuss sick leave provisions</b>	Significantly increased sick leave entitlements for teachers from 2024. No teacher will be disadvantaged on the translation to the new sick leave system, and no one will translate with a lower balance than they held pre-translation.
<b>Teaching Council fees</b>	Any fees for beginning teachers moving from provisional to full certification will be paid by Ministry of Education during term of the agreement.
<b>Increased flexibility with Kāhui Ako school allowances</b>	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.
<b>Term of Agreement</b>	3 years
<b>NZEI Te Riu Roa Member only benefit</b>	One-off payment of \$710 to teachers who are members on 12 May 2023.

Step	Current Salary	1 Dec-22	1 Dec-23	2 Dec-24	\$ Change (cumulative)	% Change (cumulative)
1	\$51,358	\$55,358	\$57,358	\$58,505	\$7,147	13.92%
2	\$53,544	\$57,544	\$59,544	\$60,735	\$7,191	13.43%
3	\$55,948	\$59,948	\$61,948	\$63,187	\$7,239	12.94%
4	\$58,133	\$62,133	\$64,133	\$65,416	\$7,283	12.53%
5	\$61,794	\$65,794	\$67,794	\$69,150	\$7,356	11.90%
6	\$65,776	\$69,776	\$71,869	\$73,307	\$7,531	11.45%
7	\$70,040	\$74,040	\$76,261	\$77,786	\$7,746	11.06%
8	\$75,190	\$79,190	\$81,566	\$83,197	\$8,007	10.65%
9	\$79,413	\$83,413	\$85,915	\$88,000	\$8,587	10.81%
10	\$85,490	\$89,490	\$92,175	\$94,500	\$9,010	10.54%
11	\$90,000	\$94,000	\$96,820	\$100,000	\$10,000	11.11%