

KINDERGARTEN ASSOCIATIONS SUPPORT STAFF COLLECTIVE AGREEMENT

TERMS OF SETTLEMENT

1.1 Parties to the agreement

Delete "(x) Kaitaia and District Kindergarten Association (Kindergartens Far North)".

1.3 Term of agreement

Delete "14 November 2018" and replace with the date the agreement has been signed and ratified.

Delete "30 September 2020" and replace with "21 October 2022".

2.1 Hours of work

Add the following to (b):

Breaks shall be taken as rostered by the employer to ensure that appropriate coverage is maintained and the employee receives the breaks they are entitled to.

2.4 Annualisation

Delete "Tauranga Regional Free Kindergarten Association, Central North Island Kindergarten Trust and Kaitaia and District Kindergarten Association" from (a).

2.6 Appointments

Add the following to (d) as the second sentence:

Casual employees work only as and when required and there is no expectation of ongoing work. Casual employees can accept or reject any offer of casual work.

3.1 Pay scales

*Note: the pay rates in this section shall apply from 7 December 2020 provided the NZEI ratification process is completed and advised to the employer's representative by close of business 18 December, otherwise the effective date for the pay rates shall be the date the NZEI ratification process is completed. This is subject to the employers ratifying by 11 December 2020.

Delete (b) and (c) and replace with the following:

b) Cook scale

Step	Hourly wage effective from 7 December 2020 *	Hourly wage effective from 6 December 2021
1	20.00	20.40
2	20.40	20.81

Teacher aide scale

Step	Hourly wage effective from 7 December 2020 *	Hourly wage effective from 6 December 2021
1	20.00	20.40
2	20.20	20.60
3	20.40	20.81

Unqualified teaching assistant and in-training teaching assistant scale

Step	Hourly wage effective from 7 December 2020 *	Hourly wage effective from 6 December 2021	
1	20.00	20.40	Unqualified entry
2	20.20	20.60	In-training entry
3	20.40	20.81	Unqualified top step
4	20.80	21.22	In-training top step

Administrator

Step	Hourly wage effective from 7 December 2020 *	Hourly wage effective from 6 December 2021
1	20.00	20.40
2	20.40	20.81
3	20.80	21.22
4	21.20	21.67

4.3 Sick and domestic leave

Add the following as (f):

Where an employee changes the number of days they work per week, the sick leave entitlement shall change to the appropriate entitlement for the new number of days worked per week from the next entitlement to sick leave.

5.2 Abandonment of employment

Delete “five working days” and replace with “five business days”.

6.1 Confidentiality

Add at the end of the sentence:

or children attending the service or their whanau.

This requirement of confidentiality applies at all times while an employee works for the employer and continues after the employment has ended.

Add new clause:

Domestic/family violence support

Employees who experience domestic/family violence can seek support and assistance from their employer. Employees dealing with such issues are encouraged to seek confidential assistance from their manager.

The employer will support staff experiencing family violence in accordance with the provisions of the Employment Relations Act and the Holidays Act. This support includes:

Family violence leave

Family violence leave shall be granted in accordance with the provisions of the Holidays Act 2003 and its amendments. Family violence leave can be used for medical appointments, legal proceedings and other matters related to family violence.

This leave is in addition to the annual leave and sick leave provisions in this agreement.

In accordance with the Holidays Act, an employee who is experiencing family violence is eligible for family violence leave after six months current continuous service with the employer; the entitlement is to up to 10 days leave in each subsequent 12 month period. The employer may require evidence that the employee is affected by family violence. This section is added to provide general information about the entitlement provided by the Act and does not replace the provisions of the Act.

Flexible working arrangements

In accordance with the Employment Relations Act 2000, an employee affected by family violence may request a short-term (two months or less) variation of their employment arrangements to assist the employee to deal with the effects of family violence.

Remove" Kaitaia and District Kindergarten Association" from the list of signatories.

Matters outside the collective agreement

Annualisation

Employees of Tauranga Regional Free Kindergarten Association (Inspired Kindergartens) and Central North Island Kindergarten Trust who have their earnings annualised as at 7 December 2020 can choose whether to continue with annualisation or to cease having their earnings annualised.

NZEI and Whanau Manaaki shall review the annualisation process currently used.