

How we calculate curriculum staffing

Curriculum staffing is calculated using the number of students at each year level subdivided into:

- the number of students, at each year level, being taught in Māori for more than 12.5 hours per week (Māori medium immersion levels 1 and 2)
- the remaining number of students.

This subdivision of year level rolls into Māori immersion rolls and non-immersion rolls only applies to the first step in the calculation of curriculum staffing. After this step, the total roll at each year level is used in subsequent calculations.

Teacher to student ratios for calculating curriculum staffing

The following table shows the ratios we use to calculate curriculum staffing for all schools.

Teacher to student ratios by year levels and roll type		
Year of schooling	Māori immersion teacher to student ratio	Non-Māori immersion teacher to student ratio
Year 1	1:15	1:15
Years 2 to 3	1:18	1:23
Years 4 to 8	1:18	1:28
Years 9 to 10	1:20	1:23.5
Year 11	1:20	1:23
Year 12	1:18	1:18
Years 13 or above	1:17	1:17

The maximum average class size policy

The maximum average class size policy operates on top of the curriculum delivery formula and ensures that schools with fewer than 176 students have curriculum staffing of at least 1 teacher to every 25 students (1:25).

How we calculate primary curriculum staffing – for Years 1 to 8 students

Step	Roll	Action	Note
1	Year 1 immersion	Divide by 15	
2	Years 2 to 8 immersion	Divide by 18	
3	Year 1 non-immersion	Divide by 15	
4	Years 2 to 3 non-immersion	Divide by 23	
5	Years 4 to 8 non-immersion	Divide by 28	
6	Total roll	Add the answers from steps 1 to 5 together • If total is less than 1.0, replace with 1.0	Depending on answer, follow 7a-c options
7-a	Total roll	Apply Maximum Average Class Size (MACS) • If the total roll (Years 1 to 8) is equal to or greater than 176, and the answer to step 6 is less than 7.0, then the primary staffing equals 7.0	End of calculations
7-b	Total roll	Apply Maximum Average Class Size (MACS) • If the total roll (Years 1 to 8) is equal to or greater than 176, and the answer to step 6 is greater than 7.0, then the answer to step 6 is the primary staffing	End of calculations
7-c	Total roll	Total roll is <176	Continue calculations
8	Total roll	Divide by the whole number part of step 6 answer	Calculates the Maximum Average Class Size (MACS) • Follow 9-a
9-a	Total roll	If step 8 answer is >25	Continue to step 10
9-b	Total roll	If step 8 answer is <25 • Primary curriculum staffing = step 6 answer rounded to whole number	
10	Total roll	Divide the whole number part of step 9 answer	Calculates the second Maximum Average Class Size (MACS) • Follow 11-a or 11-b
11-a	Total roll	If step 10 answer is >25 • Primary curriculum staffing = step 9 answer + 1.0	End calculations
11-b	Total roll	If step 10 answer is < 25 • Primary curriculum staffing = step 9 answer	End calculations

* The sum of the curriculum staffing is rounded up to 1 decimal place.

Technology education staffing – for Year 7 and 8 students

The formula we use to calculate technology staffing is:

technology staffing (FTTE) = technology staffing roll/120.

Both provisional and confirmed technology staffing is calculated this way. The same formula applies for schools that deliver their own technology curriculum and schools that host other school students.

Secondary curriculum staffing — for Years 9 to 13+ students

Secondary curriculum staffing is made up of roll-generated curriculum staffing and curriculum base staffing.

How we calculate roll-generated curriculum staffing

The formula we use to calculate roll-generated secondary curriculum staffing is:

Roll	Action	
immersion roll (Years 9 to 11)	divided by 20	plus
immersion roll (Year 12)	divided by 18	plus
immersion roll (Years 13 to 15)	divided by 17	plus
non-immersion roll (Years 9 to 10)	divided by 23.5	plus
non-immersion roll (Year 11)	divided by 23	plus
non-immersion roll (Year 12)	divided by 18	plus
non-immersion roll (Year 13+)	divided by 17	equals
	Total	

How we calculate curriculum base staffing

Curriculum base staffing of 0.50 to 1.20 full-time teacher equivalent (FTTE) for each year level from Year 9 to 13, where the number of students at each of these levels is greater than 0, is calculated as follows.

Total roll in Years 9 to 13 is greater than 200 - $1.20 \times$ number of non-zero roll levels (Y9-13)

Total roll in Years 9 to 13 is less than or equal to 200 - $((0.0035 \times (\text{Y9-13 roll}) + 0.50)) \times$ number of non-zero levels (Y9-13)

Roll	Action
Total roll in Years 9 to 13 is greater than 200	$1.20 \times$ number of non-zero roll levels (Y9-13)
Total roll in Years 9 to 13 is less than or equal to 200	$((0.0035 \times (\text{Y9-13 roll}) + 0.50)) \times$ number of non-zero levels (Y9-13)
Year 1 non-immersion	Divide by 15
Years 2 to 3 non-immersion	Divide by 23
Total roll	Total roll is <176

* For this calculation, the Year 13 roll is taken to be the sum of the rolls for Years 13, 14 and 15. The sum of the curriculum staffing is rounded up to 1 decimal place.

How we calculate Māori medium immersion as part of curriculum staffing

Students in Māori medium immersion Levels 1 and 2 generate curriculum staffing using different ratios to non-immersion students. The specified MMI staffing is the difference between non-immersion student to teacher ratios and immersion student to teacher ratios.

Example – the difference is 1.13 FTTE. This school will see 1.10 FTTE for MMI in the Staffing Entitlement tab.

Year Level	Regular + Adult	MMI (Lvl 1 & 2)	Reg Ratio	MMI Ratio	Regular minus MMI	With MMI	Without MMI
Year 1	3	0	15	15	3	0.20	0.20
Year 1 Adj	3	0	15	15	3	0.20	0.20
Year 2	6	5	23	18	1	0.32	0.26
Year 3	4	4	23	18	0	0.22	0.17
Year 4	11	8	28	18	3	0.55	0.39
Year 5	11	9	28	18	2	0.57	0.39
Year 6	8	5	28	18	3	0.38	0.29
Year 7	7	6	28	18	1	0.37	0.25
Year 8	14	13	28	18	1	0.76	0.50
Year 9	13	10	23.5	20	3	0.63	0.55
Year 10	7	5	23.5	20	2	0.34	0.30
Year 11	15	14	23	20	1	0.74	0.65
Year 12	2	2	18	18	0	0.11	0.11
Year 13	1	1	17	17	0	0.06	0.06
Year 14	0	0	17	17	0	0.00	0.00
Year 15	0	0	17	17	0	0.00	0.00
Total	105	82				5.45	4.33

How we calculate management staffing

Formula:

- Roll-generated management staffing + base management or professional leadership staffing.
- The sum is rounded down to 1 decimal place.

How we calculate roll-generated management staffing:

Management staffing = (0.0003 x weighted roll) + (0.017 x square root of weighted roll). If the sum of this calculation is less than 0.1 FTTE, it is rounded up to 0.1 FTTE

- Weighted roll = sum of (roll weighting x year level roll) set out in the following table.

Roll weighting by year level

Year level	Roll weighting
1 to 3	4.0
4 to 8	3.5
Technology education (7 to 8)	0.5

9 to 10	7.0
11	9.0
12	15.0
13+	16.0

How we allocate base management and professional leadership staffing

This staffing is allocated based on the total roll of your school.

- This staffing is referred to as base management staffing in secondary, area, and composite schools.
- This staffing is referred to as professional leadership staffing in primary, intermediate, restricted composite, and specialist schools.

Time allowance for base management and professional leadership staffing

Total roll range	Time allowance (FTTES)
1-28	0.2
29-60	0.3
61-92	0.4
93-123	0.5
124-155	0.6
156-186	0.7
187-218	0.8
219-249	0.9
250+	1.0

Guidance staffing

We provide guidance staffing of between 0.08 to 0.45 FTTE for each year level taught from Years 9 to 13 (where the number of students at each of these year levels is greater than 0).

- For this calculation, the Year 13 roll is taken to be the sum of the rolls for Years 13, 14 and 15.
- Schools and kura with over 450 secondary students will receive an additional 0.4 FTTE.

Guidance staffing is calculated using the total number of students in Years 9 to 15 (Regular roll).

School type	Size of roll (Years 9 to 15)	Formula
Secondary, area, composite, special and restricted composite	Greater than 450	$(0.45 \times \text{number of non-zero roll levels [Years 9 to 13]}) + 0.4$

Greater than 200 and equal or less than 450	0.45 x number of non-zero roll levels [Years 9 to 13]
Equal or less than 200	{(0.00185 x regular roll Y9-15 + 0.08} x number of non-zero roll levels [Years 9 to 13]

All calculations are rounded to 1 decimal point.

How we calculate salary units

Salary units are generated by a formula using your school's entitlement staffing. Very small schools may generate 0 units.

Formula

Generating staffing = entitlement staffing + eligible attached teachers minus 1 (the principal).

Salary unit formulas by school type

School type	Salary unit formula
Primary, intermediate and specialist	$(1.28 \times \text{generating staffing}) - 1.7$
Area/composite and restricted composite	$(1.33 \times \text{generating staffing}) + 2.6$
Secondary	$(1.241 \times \text{generating staffing}) + 9$

Rounded to the nearest whole number.

How we calculate middle management allowances

A middle management allowance may be available for a teacher who has specific curriculum or pastoral management responsibility (such as being a head of department or a dean) or is responsible for at least five students funded under the Ongoing Resourcing Scheme (ORS).

Secondary schools' middle management allowances may change throughout the staffing year as ORS funded students enrol or withdraw from their school.

For secondary schools		
Formula	$(0.6945 \times \text{generating staffing}) + 5$ [rounded to the nearest whole number] + integer (ORS roll/5)	Where generating staffing = the sum of: <ul style="list-style-type: none"> entitlement staffing; plus eligible attached teachers minus one (the principal)

For area and composite schools

Formula	<ul style="list-style-type: none"> • 0.6 x generating staffing • Rounded to the nearest whole number 	<p>Generating staffing is calculated by adding the following:</p> <ul style="list-style-type: none"> • secondary (Years 9-15) curriculum staffing • curriculum base staffing • guidance staffing for the school's secondary students.
Special note for area schools	<ul style="list-style-type: none"> • multiplying the school's secondary roll by 0.011; and • adding 2 to the resulting product; and • if the resulting sum is not a whole number - <ul style="list-style-type: none"> (i) decreasing it to the nearest lower whole number if it ends in less than 0.5; or (ii) increasing it to the nearest higher whole number if it ends in 0.5 or greater. 	<p>For an area school that has a secondary roll greater than 59, the number resulting from the calculation in subclause (2) is added to the number.</p>

Senior management allowances – for secondary schools only

Units may be available to a teacher who is an assistant or deputy principal and formally carries out some of the principal's duties from time to time.

Formula

- Senior management allowance = $0.18 \times (\text{management staffing} - 1) + 2$.
- Rounded up to the nearest whole number.