Te Tāhuhu o te Mātauranga
Ministry of Education

PPTA Te Wehengarua

TERMS OF SETTLEMENT

This section sets out the offer for the renewal of the Secondary Teachers' Collective Agreement (2025 - 2027) and is to be read in conjunction with the marked up collective agreement.

This offer is made by the Public Service Commissioner to PPTA Te Wehengarua. This offer is subject to ratification by PPTA Te Wehengarua members pursuant to section 51 of the Employment Relations Act 2000. The offer will lapse if it is not ratified by 5 pm on 5 December 2025 and the collective agreement is signed by 5pm on 9 December 2025.

1. Term

Amend clause 1.6 as follows: This collective agreement is effective from 1 December 2025 and expires 31 December 2027, except as provided for in s53 of the Employment Relations Act 2000.

2. Remuneration

The Base Salary Scale - Trained Teachers as set out in clause 4.1.1 will increase by:

- 2.5% 28 Jan 2026 and
- 2.0% 28 Jan 2027 for steps 1 to 8 and 2.1% 28 Jan 2027 for steps 9 and 10.

Amendments are as set out in the table below.

Base Salary Scale - Trained Teachers:

Step	Qualification Groups	Rates effective until 27 Jan 2026	Rates effective 28 Jan 2026	Rates effective 28 Jan 2027
1	G3E	$61,329	$62,862	$64,119
2	G3+E	$64,083	$65,685	$66,999
3	G4E	$66,586	$68,251	$69,616
4	GSE	$70,779	$72,548	$73,999
5		$75,340	$77,224	$78,768
6		$80,224	$82,230	$83,874
7		$86,123	$88,276	$90,042
8		$90,960	$93,234	$95,099
9	G3M	$97,920	$100,368	$102,475
10	G3+M, G4M, G5M	$103,086	$105,686	$107,886

The Base Scale - Untrained Teachers as set out in clause 4.1.3 will increase by:

- 2.5% 28 Jan 2026 and
- 2.0% 28 Jan 2027.

Amendments are as set out in the table below.

Base Scale - Untrained Teachers

Step	Qualification Groups	Rates effective until 27 Jan 2026	Rates effective 28 Jan 2026	Rates effective 28 Jan 2027
Ul	G1, G2, GE3	$53,155	$54,484	$55,574
U2		$55,316	$56,699	$57,833
U3	G4E	$60,327	$61,835	$63,072
U4	GSE	$61,954	$63,503	$64,773
U5		$64,457	$66,068	$67,390
U6		$68,213	$69,918	$71,317
U7	G1M	$73,594	$75,434	$76,943
U8	G2M	$78,976	$80,950	$82,569
U9		$85,735	$87,878	$89,636
U10	G3, G4, GSM	$88,864	$91,086	$92,907

3. Extend provision for service credit

Amend clause 4.2.2 to better recognise the prior work experience of untrained teachers who, upon gaining their teaching qualification, transition to the trained teacher salary scale. Amended wording is as follows:

4.2.2 Commencing Salary:

4.2.2.1 Subject to Appendix A, a teacher's commencing salary is as follows:

(a) The starting salaries of teachers who have a practising certificate from the Teaching Council of Aotearoa New Zealand and who also have a qualification defined by a 'G' notation are noted alongside the Base Salary Scale- Trained Teachers.

(b) The starting salaries of teachers who do not have a practising certificate from the Teaching Council of Aotearoa New Zealand but have a qualification defined by a 'G' notation are noted alongside the Base Scale - Untrained Teachers.

(c) Teachers who do not have a subject/specialist qualification defined by a "G' notation and who do not have a practising certificate from the Teaching Council of Aotearoa New Zealand commence on step one of the Base Scale - Untrained Teachers.

4.2.2.2 Moving from the untrained to the trained teacher salary scale

(a) Where a teacher to whom 4.2.2.l{b) or (c) above applies is subsequently granted a practising certificate from the Teaching Council of Aotearoa New Zealand, the following will apply.

(i) The teacher will, subject to (ii) and (iii) below, translate to the entry step for their qualification group on the Base Salary Scale - Trained Teachers. If the teacher's base salary (untrained) is already at or above the applicable entry step for their qualification group on the Base Salary Scale - Trained Teachers, they will translate to the step with the next highest salary rate on the trained teacher scale. The date of this change will become their new anniversary date for salary progression purposes.

(ii) Where the teacher has service as an untrained teacher in a state or state integrated school that has not contributed to progression on the Base Scale - Untrained Teachers, they will have this service added to their entry step as per (i) on the Base Salary Scale - Trained Teachers. This will happen as part of their assessment under Appendix A.

(iii) Where the teacher was employed as an untrained teacher while they were undertaking an initial teacher education programme recognised by the Teaching Council of Aotearoa New Zealand, and the teacher had relevant work experience and/or other teaching service already counted in the teacher's first salary assessment, then the teacher will have that work and/or service included in their subsequent assessment under Appendix A.

Note: Clause 4.2.2.2 is not intended to be used for teachers who are commencing their first ever teaching position in the state and state integrated school sector after having become qualified but who are still awaiting confirmation of registration/certificationfrom the Teaching Council of Aotearoa New Zealand. Beginning teachers who commence their first ever teaching position after becoming qualified should generally be assessed under clauses 4.2.2.l{a).

4.2.2.3 Secretary's discretion in exceptional circumstances

(a) In exceptional circumstances the Secretary for Education may exercise discretion to approve the higher placement or faster progression of a teacher within the salary scale, having regard to a teacher's previous service and professional, technical, practical or other suitable experience, subject to the provisions of Appendix A.

4. Middle Management Allowances

Amend clause 4.3A by increasing the value of MMAs from 28 January 2026 as follows:

4.3A.8 Each Middle Management Allowance will generate an additional annual salary payment of $2,000 per annum increasing to $2,400 per annum from 28 January 2026.

Amend clause 11.5.7 to provide an equivalent benefit to teachers employed at Te Aho o Te Kura Pounamu as follows:

11.5.7 Each Management Allowance shall generate an additional salary payment of $2,000 per annum increasing to $2,400 per annum from 28 January 2026.

5. Senior Management Allowances

Amend clause 4.3B.4 by increasing the value of SMAs from 28 January 2026 as follows:

4.38.4 The rate of each Senior Management Allowance will generate an additional annual salary payment at the rate of $2,000 per annum increasing to $2,400 per annum from 28 January 2026.

6. Units

Amend clause 4.3.2 by increasing the unit value for all teachers covered by the STCA to $5,500 from 28 January 2026.

4.3.2 The rate of each permanent or fixed term unit is $5,000 per annum. From 28 Ja*nuary 2026 the rate of each permanent or fixed term unit is $5,500 per annum.*

7. Service/Qualification Increment

Amend 4.9 Service/Qualification Increment to read:

4.9.1 Subject to clause 4.9.10 below, a teacher is eligible for the Service/Qualification Increment {Increment) if the teacher:
(a) is permanently appointed to a teaching position; and
{b} has been attested by the principal as having met the requirements of Supplement 1; and
(c) has completed three years' teaching service on their maximum step of the trained teachers' base salary scale for the teacher's qualification group; and
(d) is classified in qualification Group 1, 2, 3 or 3+ and after completing the qualification(s) used to determine the teacher's qualification group the teacher has
(i) been assessed as Level 5 or higher on the Whakamatauria To Rea Maori framework, or
(ii) completed a qualification at Level 5 or higher on the National Qualifications Framework and does not hold a permanent unit(s) in terms of clause 4.3.

Add a new clause 4.9.10

Whakamatauria Tō Reo Māori framework
4.9.10 Clauses 4.9.6 and 4.9.7 above do not apply to teachers assessed as Level 5 or higher on the Whakamātauria Tō Reo Māori framework. The increment is payable to a maximum of 25 secondary school teachers assessed as Level 5 or higher on the Whakamātauria Tō Reo Māori framework. If there are more than 25 secondary school teachers who meet the criteria at any one time/ only the first 25 of those to apply are entitled to be paid the increment.

8. Learning Support Coordinators

Amend clause 4.27.4 to allow employment of Learning Support Coordinators in a part-time capacity. Clause wording is replaced as follows:

4.27.4 Coordinators can be employed full-time or part-time/ including job share arrangements as agreed by the employer.

9. Principal's Nominee Allowance

Terms of settlement only: If NZQA-accredited Consent to Assess (or equivalent) is no longer in place and not substituted with similar responsibilities, the Secretary will, within 28 days, offer a variation to the STCA that provides that the Principal's Nominee allowance will no longer apply, and that notice will be provided to current recipients of the allowance (as set out in clause 4.28.5). The parties agree that upon receipt of the union's acceptance of the offer, the STCA shall be deemed to be varied pursuant to clause 1.7 in the terms outlined in the offer.

From 26 April 2026, the employer will be entitled in each school year to receive additional staffing generated in the relevant Staffing Order. The parties intend this to provide 0.04 FTTE for the principal's nominee time allowance in clause 4.28.4.

Introduce a new clause 4.28 as follows:

4.28.1 The employer may appoint one teacher as the Principal's Nominee for responsibilities associated with the school's NZQA-accredited Consent to Assess (or equivalent) during the school year.

4.28.2 From 26 April 2026/ the appointed teacher will be entitled to an allowance of $2/500 per annum. This allowance is not pro-rated except as provided for by clause 4.28.3.

4.28.3 In exceptional circumstances (and only with the employer/s agreement)/ the role can be shared by two teachers. Where this applies/ the allowance and the time allocation will be shared in proportion with each teacher/s responsibilities - which must be agreed at the time the arrangement is entered into (or varied).

4.28.4 Each holder of the Principa/'s Nominee Allowance will be entitled to one hour of timetabled non-contact time.

4.28.5 The employer or the teacher appointed as the Principal's Nominee may end the responsibilities with a minimum of one term/s notice.

10. Disregarded sick leave

Amend clause 6.2.8 as follows:

6.2.8 Disregarded sick leave

(a) Subject to (e) below/ disregarded sick leave not exceeding an overall aggregate of two years will be granted by the Secretary for Education where in the opinion of the Secretary one of the following conditions has been met:

(i) The sickness can be traced directly to the conditions or circumstances under which the teacher is working; or

(ii) The injury occurred in the discharge of the teacher/s duties through no fault of the teacher and where no payment has been made by the Accident Compensation Corporation; or

(iii) The teacher has contracted a notifiable disease listed in Part 1 of Schedule 1 of the Health Act 1956, and the teacher is either:

- *complying with a written request or direction from a Medical Officer of Health under the Health Act 1956 to refrain from attending school for a specified period, or*
- *is otherwise required by relevant Public Health Order to refrain from attending school for a specified period.*

(iv) The teacher has contracted hepatitis or tuberculosis, where the period of disregarded sick leave is the time that the teacher's treating registered medical practitioner decides is necessary for the teacher to remain away from school; or

(v) The absence was due to war injury or service.

(b) Where sick leave has been deducted for any period granted as disregarded sick leave under clauses 6.2.B{a)(i) to 6.2.B{a)(v) above, the sick leave will be reinstated.

(c) Disregarded sick leave is additional to any period of absence on account of sickness or injury to which the teacher is entitled with full salary in accordance with the scale set out in clause 6.2.1 above.

(d) Fixed term or relieving teachers will only be granted disregarded sick leave, as provided for in clause 6.2.B{a) above, where they have been in continuous employment before the date of application.

(e) Disregarded sick leave will not be granted by the Secretary for Education:

(i) Where the raising of a complaint/personal grievance against the employer has substantially caused a stress-related or non-physical illness.

(ii) Where the employee being subject to a disciplinary or competency process has

substantially caused the sickness.

(iii) Where the employer has agreed to support an application for disregarded sick leave as part of settlement of an employment relationship problem or a negotiated exit from employment.

(iv) Where payment has been made by the Accident Compensation Corporation.

(f) For the avoidance of doubt:

(i) Where an employee qualifies for disregarded sick leave, that qualification is not lost by subsequent raising or pursuit of a personal grievance/complaint, nor by the employer's subsequent initiation of a performance management process.

(ii) If a personal grievance is raised as the result of the employer's handling of an employee's request for disregarded sick leave, this does not disqualify the employee from being granted disregarded sick leave.

(iii) Illnesses (including those that are stress-related) that are not barred by (e) above can confer eligibility for disregarded sick leave.

11. Recognition of service for employees transferred to converted (charter) schools who return to state and state-integrated schools

Amend clause 1.8 by adding sub-clauses to recognise previous service in a Converted School for employees who were transferred to a charter school under clause 119 of Schedule 1 of the Education and Training Act {2020), provided the employee's service is continuous.

(m) "Converted School' has the same meaning as in clause 114 of Schedule 1 of the Education and Training Act 2020.

(n) "Transferred Employee" means any employee who was transferred from employment in a state or state integrated school to employment in a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020.

Complete wording is available in the tracked change collective agreement.

12. Definition of Untrained Teacher

Amend clause 1.8 {h) as follows:

ii. Untrained Teacher means a teacher who is employed with a Limited Authority to Teach granted by the Teaching Council of Aotearoa New Zealand or as provided in s93{3} of the Education and Training Act 2020.

13. Term Breaks and Other Times When Schools Are Not Open For Instruction

Amend 5.6 as follows:

5.6.1 Except as outlined in clauses 5.6.2, 5.6.3, and 5.6.5, teachers will not be required to attend school:

(a) before approximately 8.30 am and after 4:30pm on days that the school is open for instruction (or such other hours of opening that may be agreed under clause 5.1.4);

(b) on days that the school is not open for instruction at all, such as term breaks or public holidays.

5.6.2 The employer may require teachers to participate in professional development opportunities at times when the school is not open for instruction, provided that:

(a) teachers cannot be required to attend during a closedown period under clause

6.1.3; and

(b) teachers are not required to attend for more than five days, or equivalent, per school year; and

(c) the employer takes account of individual teacher needs; and

(d) teachers' own initiatives in undertaking professional development during time when the school is not open for instruction are considered.

5.6.3 The employer may require teachers to attend school or elsewhere when the school is not open for instruction, provided that:

(a) the time is used for all or any of the following purposes - school administration preparation and coordination, departmental or related activities and community, parent and whanau contact and liaison; and

(b) teachers cannot be required to attend during a closedown period under clause 6.1.3; and

(c) teachers are not required to attend for more than five days, or equivalent, per school year; and

(d) the employer endeavours to arrange matters at the school in such a way that any requirement under this clause is not unreasonable; and

(e) the employer takes account of teachers' individual needs; and

(f) teachers/ own initiatives in undertaking work for the above purposes are counted.

5.6.4 Where teachers are required to attend school or elsewhere when the school is not open for instruction pursuant to clauses 5.6.2 and 5.6.3 above/ they will be reimbursed for any actual and reasonable costs incurred.

5.6.5 When teachers are required to attend school between 8.30am and 4:30pm on any of Monday to Friday during the term dates prescribed by the Minister/ but the school is not open for instruction/ clause 5. 6.4 will not apply.

Note: Clause 5.6.5 also applies to Saturdays and Sundays where a school opens for instruction on those days as part of their usual timetable.

Note: This provision does not apply to teachers in Te Aho o Te Kura Pounamu. The provisions applying to those teachers are contained in Part Eleven of this agreement.

14. Te Aho o Te Kura Pounamu Hours of Work

Amend Part 11 by inserting new wording as follows:

11.2 Hours of Work

11.2.1 In order to carry out their duties in terms of this agreement it may be necessary for teachers to work for more than 40 hours per week. The normal hours of work for teachers however should/ as far as practicable/ not exceed 40 hours per week Monday to Friday.

11.2.2 Teachers are normally required to be present on the site for at least 35 of their working hours per week. These hours may be worked between 7.00am and 6.00pm daily from Monday to Friday inclusive/ with a required core attendance time of 9.00am to 3.00pm. A lunch break of one hour is to be taken generally between the hours of 12.00noon and 2.00pm (unless agreed otherwise) provided that the timing of the lunch break does not interfere with operational activities.

11.2.3 Where/ with the agreement of the employer-✓ a teacher works flexible hours the teacher may be required to keep a record of attendance.

11.2.4 The parties recognise the need for kaiako to have sufficient time to engage with whanau and akonga in order to deliver high-quality/ future-focused/ teaching and learning and that Student: Teacher ratios are a crucial part of that. The employer, following consultation with kaiako/ will annually review:

- *Akonga: Subject kaiako ratios;*
- *circumstances where individual teachers have an akonga: subject kaiako ratio consistently above allocations;*
- *Akonga: Kaimanaaki ratios; and*
- *any other relevant matters.*

11.2.5 Teachers have flexibility in how they manage their allocated workload and are responsible for raising any workload issues with their employer proactively. Where a teacher raises a workload issue/ the teacher should provide supporting information. The employer and the teacher will discuss this with the goal of addressing any reasonable workload concerns. The employer, acting reasonably/ will consider the information provided by the teacher and provide the teacher with a written confirmation of whether or not they agree that there is a workload issue and the reasons for this.

11.2.6 Where the employer agrees that there is a workload issue, they will work with the teacher to take reasonable steps to manage it.

11.2.7 Nothing in clause 11.2.6

(a) prevents the employer from providing help, advice or guidance to a teacher to help them manage workload; or

(b} prevents the employer from initiating the process in clause 3.3 where they reasonably consider that the workload issues have arisen as a result of performance issues.

Times During a Term Break

11.2.8 The employer may request the services of a teacher during term breaks for a total of up to five days in any 12-month period for the following purposes to:

- *participate in professional development opportunities and*
- *for school administration preparation and coordination and/or departmental or related activities and/or community, parent and whanau contact and liaison.*

11.2.9 The employer will provide the teacher with reasonable notice of a request and wherever possible will take the needs of the individual teacher, and their own initiatives where they can demonstrate they relate to the purpose of the day(s), into account.

Terms of settlement only

15. Service/Qualification Increment

In making an amendment to clause 4.9 the parties acknowledge this new eligibility is capped to 25 teachers who may become eligible for a Service/Qualification Increment during the term of this agreement, as they are assessed as Level 5 or higher on the Whakamatauria To Reo Maori framework. If more than 25 teachers become eligible, payment will be made only to the first 25 to apply.

16. Professional Learning and Development Fund

The parties agree to [amend the Professional Learning and Development Services Agreement {PLDSA} OR enter into a new Professional Learning and Development Services Agreement {PLDSA}] within two months of ratification to:

- align with the term of this Agreement and permit the use of any remaining unspent funds from the Professional Learning and Development Fund {Fund} and
- upon full expenditure of the current Fund, the Ministry will make available an additional $1,000,000 per annum under the PLDSA for the term of the agreement, provided that each annual allocation will not be released until the preceding year's funds have been fully utilised.

Activities funded under the PLDSA will focus on professional development supporting NCEA and curriculum changes, or other activities that the parties agree. Teachers may submit annual applications to the Fund for approved activities, which must be assessed in accordance with the terms agreed by the parties.

17. Technical changes

The parties agree to technical changes intended to provide clarification and readability. The tracked change version of the STCA is provided.

18. Related Matters

Implementation of pay changes- If this term of settlement is ratified by 5 December 2025 and signed by 9 December 2025, implementation would be in Pay Period 27, on 31 March 2026.

Signed in Wellington on 25 November 2025 by:

Joschka Hoffmann
Advocate for PPTA Te Wehengarua

Donna McGarvey
Advocate for the Public Service Commissioner

Witnessed:
Maynard Scott
For Te Whakaroputanga Kaitiaki Kura o Aotearoa