

## Terms of Settlement – Primary Teachers’ Collective Agreement Dated 30 August 2018

This document sets out the agreed components of the settlement of the Primary Teachers’ Collective Agreement 2018-2021. This agreement has been settled between the Ministry of Education and the NZEI Te Riu Roa and shall be subject to ratification by NZEI Te Riu Roa members pursuant to section 51 of the Employment Relations Act 2000.

### 1. Term

The term will be 36 months from the date of settlement (xx September 2018 to xx September 2021), provided ratification is confirmed and the new collective agreement is signed no later than 3pm (a date 4 weeks from the date of settlement). If not, the term will be 36 months from the date of ratification.

### 2. Remuneration

The parties agree that the increases to base salary for teachers who, on the date of settlement, are NZEI Te Riu Roa members employed under the terms of this Agreement will take effect from xx September 2018, xx September 2019 and xx September 2017 respectively. The effective dates of these increases are subject to confirmation of ratification and the signing of the new collective agreement by 3pm xx September 2018.

In the event that ratification is not confirmed and the new collective is not signed by 3pm xx September 2018, the increases to base scale salary rates below will take effect from the date of ratification, 12 months from the date of ratification and 24 months from the date of ratification respectively.

The parties agree to increase teacher base salary scale by 3% effective from the date of settlement, by a further 3% effective 12 months from the date of settlement, and by a further 3% effective 24 months from the date of settlement.

The parties also agree to merge the first four steps of the base salary scale. Below is the table outlining the changes to the base salary scale:

Step	Current	New step	Base scale notation	Rates effective xx September 2018	Rates effective xx September 2019	Rates effective xx September 2020
1	\$36,692	↓				
2	\$39,513					
3	\$43,745					
4	\$47,980					
5	\$49,588	2	Q3+E	\$51,076	\$52,608	\$54,186
6	\$51,508	3	Q4E	\$53,053	\$54,645	\$56,284
7	\$54,330	4	Q5E	\$55,960	\$57,639	\$59,368
8	\$59,621	5	Q1M	\$61,410	\$63,252	\$65,149
9	\$63,929	6	Q2M	\$65,847	\$67,822	\$69,857
10	\$68,446	7		\$70,499	\$72,614	\$74,793
11	\$71,891	8	Q3M	\$74,048	\$76,269	\$78,557
12	\$75,949	9	Q3+M, Q4M, Q5M	\$78,227	\$80,574	\$82,992

*Refer clause 3.1.7*

The parties agree to increase the entry salary rate and the maximum salary rate for untrained employees as follows:

Step	Current	Rate effective xx September 2018	Rate effective xx September 2019	Rate effective xx September 2020
Entry	\$32,456	\$33,956	\$35,456	\$37,006
Maximum	\$33,868	\$35,368	\$36,818	\$38,268

*Refer clause 3.3.2*

### **3. Q1 salary maximum**

From 28 January 2020 the salary maximum for teachers paid in the Q1 qualification group will be step 9 of the base scale. Teachers who prior to 28 January 2021 have been on the former maximum step (step 8) for 12 months or more will be entitled to progress to the new maximum step, subject to attestation as per clause 3.4.1.

### **4. Q2 salary maximum**

From 28 January 2020 the salary maximum for teachers paid in the Q2 qualification group will be step 10 of the base scale. Teachers who prior to 28 January 2021 have been on the former maximum step (step 9) for 12 months or more will be entitled to progress to the new maximum step, subject to attestation as per clause 3.4.1.

### **5. Resource Teachers**

The parties agree to include wording in clause 3.3.4 to ensure payment of the additional unit upon appointment to resource teachers is limited to one additional unit per person, paid at the substantive rate from the start of the 2019 school year. The parties agree to finalise wording changes prior to the collective agreement going out for ratification.

### **6. Approaches to Remuneration Comparability**

The parties agree to renew sub clause 3.1.5, approaches to remuneration comparability, for the term of the new collective agreement.

### **7. Career Framework**

The parties agree to update the PPCA/PTCA Career Framework Development Terms of Reference to reflect the interdependency with the development of the Education Workforce Strategy and milestones for continued work during the term of the renewed agreement. The parties will agree changes to the Terms of Reference prior to the collective agreement going out for ratification.

### **8. Mentor Teacher Allowance**

The parties agree to reframe the tutor teacher allowance (clause 3.27) to mentor teacher allowance from the start of 2019 school year, and extend the circumstances when a teacher can be designated as a mentor teacher, to better align the resourcing time allowances allocated to schools currently to the payment of the mentor teacher allowance. The parties agree to finalise wording changes prior to the collective agreement going out for ratification.

### **9. Kāhui Ako Leadership Role**

The parties agree to introduce a clause to enable teachers appointed to the Kāhui Ako Leadership role, by agreement of the Secretary for Education, to access the relevant provisions of the *Primary Principals' Collective Agreement*, aligning provisions across the sector. The parties agree to finalise wording changes prior to the collective agreement going out for ratification.

### **10. Parental Leave**

The parties agree to amend the parental leave provisions (clause 4.5) to reflect gender neutral language and changes to the Grant payment. The parties agree to progress this work to agree wording changes to the collective agreement going out for ratification.

### **11. Isolation Allowance**

The parties agree to amend the isolation allowance from the start of the 2019 school year to simplify the range of rates to two allowances. The parties agree to finalise wording changes prior to the collective agreement going out for ratification.

## **12. Surplus Staffing**

The parties agree to amend the surplus staffing provisions to improve the flow and language. The parties agree to progress this work to agree wording changes prior to the collective agreement going out for ratification.

## **13. Technical changes**

The parties agree to make any technical changes that are mutually agreed prior to the collective agreement going out for ratification.

The parties on signing this document acknowledge, subject to any subsequent agreed editorial and technical changes, that this reflects the agreements reached in the settlement of the *Primary Teachers' Collective Agreement 2018-2021*.

Signed in Wellington on xx September 2018:

Alex Davies  
Advocate  
NZEI Te Riu Roa

Meg Johnston  
Advocate  
for the Secretary for Education

Witnessed:

for NZSTA