

**Terms of Settlement – Primary Principals’ Collective Agreement
Dated 8 November 2018**

This document sets out the agreed components of the settlement of the Primary Principals’ 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 (8 November 2018 to 7 November 2021), provided ratification is confirmed and the new collective agreement is signed no later than 3pm 20 December 2018. If not, the term will be 36 months from the date of ratification.

2. Remuneration

The parties agree that the increases to remuneration outlined below for principals who, on the date of settlement, are NZEI Te Riu Roa members employed under the terms and conditions of this Agreement will take effect from 8 November 2018, 8 November 2019 and 8 November 2020 respectively. The effective dates of these increases are subject to confirmation of ratification and the signing of the new collective agreement by 3pm 20 December 2018.

In the event that ratification is not confirmed and the new collective is not signed by 3pm 20 December 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 three increases to the roll-based component of principal remuneration. The rate of the annual increases to the roll-based component will be 4.5%+4.5%+4.4% for principals of U1 and U2 schools and 3%+3%+3% for principals of U3 and above schools.

The parties agree to display a principal’s core remuneration as follows:

- Beginning Principal includes the roll-based component and the base leadership payment of \$2,320 per annum.
- Developing Principal includes the roll-based component, the base leadership payment of \$2,320 per annum and the stage one career payment of \$3,641 per annum.
- Experienced Principal includes the roll-based component, the base leadership payment of \$2,320 per annum and the stage two career payment of \$6,763 per annum.
- Leading Principal includes the roll-based component, the base leadership payment of \$2,320 per annum and the stage three career payment of \$9,884 per annum.

Clause 5.2 Remuneration is set out in Annex 1

The parties also agree to make any technical changes to clause 4.4 Primary Principals’ Career Structure and Part 5: Remuneration that may be necessary as a consequence of displaying principal core remuneration in one table, prior to the collective agreement going out for ratification.

3. Leadership in Literacy and Numeracy

The parties agree to include the base payment of \$2,320 per annum into the 'core remuneration' table in clause 5.2.2 and to include the per-teacher payment of \$100 in the staffing based salary component as follows:

Total teacher staff (TTS)	Rates effective 2 May 2017	Rates effective 8 November 2018
≤13	$(738 * TTS) + \$2,872$	$(838 * TTS) + \$2,872$
>13	$(146 * TTS) + \$10,971$	$(246 * TTS) + \$10,971$

The parties agree to delete clause 5.2.5 Leadership in Literacy and Numeracy

4. 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.

5. Parental Leave

The parties agree to amend the parental leave provisions (clause 7.9) to reflect gender neutral language and changes to the Grant payment. The parties agree to progress this work to agree wording changes prior to the collective agreement going out for ratification.

Refer clause 7.9

6. 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 allowance rates. The parties agree to finalise wording changes prior to the collective agreement going out for ratification.

Refer clause 6.3

7. 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.

Refer Part 9

8. Additional payment

The parties agree that all principals covered by the Primary Principals' Collective Agreement as at the 8 November 2018 are entitled to receive a one-off gross payment of \$500.

Principals covered by the Primary Principals' Collective Agreement as at the 8 November 2018 and on that day were on approved leave under Part 7 of this collective agreement are entitled, upon application on their return, to receive the one-off gross payment of \$500 on the return to their position providing that they return on or before (***three months from the date of ratification***).

A principal may not receive more than \$500 gross in total.

9. Additional Operational Funding

The Secretary for Education agrees to provide primary schools covered by the Primary Principals' Collective Agreement whose provisional curriculum staffing entitlement is less than 2 full-time equivalent teachers (inclusive of the principal) with additional operational funding for the following school year to make up the difference to 2 full-time equivalent employees during the school day i.e. 6 hours per day on days that the school is open for instruction.

10. 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 Principals' Collective Agreement 2018-2021*.

Signed in Wellington on 8 November 2018:

Bella Pardoe
Advocate
for NZEI Te Riu Roa

Tanya Duncan
Advocate
for the Secretary for Education

Witnessed:

for NZSTA

5.2 REMUNERATION

5.2.1 A principal's salary shall comprise the core remuneration (made up of the roll-based component (U-Grade), the payment for Leadership in Literacy and Numeracy and the applicable career payment) in clause 5.2.2, the staffing based salary component in clause 5.2.3 and the decile payment (where applicable) in clause 5.2.4.

5.2.2 The principal's core remuneration is set out below:

- Beginning Principal includes the roll-based component determined by the grade of the school (i.e. U1-U16) and the base leadership in literacy and numeracy payment of \$2,320 per annum.
- Developing Principal includes the roll-based component determined by the grade of the school (i.e. U1-U16), the base leadership in literacy and numeracy payment of \$2,320 per annum and the stage one career payment of \$3,641 per annum.
- Experienced Principal includes the roll-based component determined by the grade of the school (i.e. U1-U16), the base leadership in literacy and numeracy payment of \$2,320 per annum and the stage two career payment of \$6,763 per annum.
- Leading Principal includes the roll-based component determined by the grade of the school (i.e. U1-U16), the base leadership in literacy and numeracy payment of \$2,320 per annum and the stage three career payment of \$9,884 per annum.

PPCA 2016-2018 rates effective 2 May 2017						
U-Grade	Roll size	Roll-based component (U-grade)	Beginning Principal with <3 years principalship	Developing Principal with at least 3 years principalship	Experienced Principal with at least 6 years principalship	Leading Principal with at least 9 years principalship
U1	1-50	\$81,553	\$83,873	\$87,514	\$90,636	\$93,757
U2	51-100	\$88,145	\$90,465	\$94,106	\$97,228	\$100,349
U3	101-150	\$95,238	\$97,558	\$101,199	\$104,321	\$107,442
U4	151-300	\$102,701	\$105,021	\$108,662	\$111,784	\$114,905
U5	301-500	\$110,164	\$112,484	\$116,125	\$119,247	\$122,368
U6	501-675	\$114,429	\$116,749	\$120,390	\$123,512	\$126,633
U7	676-850	\$118,870	\$121,190	\$124,831	\$127,953	\$131,074
U8	851-1025	\$123,313	\$125,633	\$129,274	\$132,396	\$135,517
U9	1026-1200	\$126,334	\$128,654	\$132,295	\$135,417	\$138,538
U10	1201-1400	\$129,354	\$131,674	\$135,315	\$138,437	\$141,558
U11	1401-1600	\$133,760	\$136,080	\$139,721	\$142,843	\$145,964
U12	1601-1800	\$138,167	\$140,487	\$144,128	\$147,250	\$150,371
U13	1801-2000	\$142,288	\$144,608	\$148,249	\$151,371	\$154,492
U14	2001-2200	\$146,410	\$148,730	\$152,371	\$155,493	\$158,614
U15	2201-2400	\$150,018	\$152,338	\$155,979	\$159,101	\$162,222
U16	2401+	\$153,625	\$155,945	\$159,586	\$162,708	\$165,829

			Rates effective 8 November 2018			
U-Grade	Roll size	Roll-based component (U-grade)	Beginning Principal with <3 years principalship	Developing Principal with at least 3 years principalship	Experienced Principal with at least 6 years principalship	Leading Principal with at least 9 years principalship
U1	1-50	\$85,223	\$87,543	\$91,184	\$94,306	\$97,427
U2	51-100	\$92,112	\$94,432	\$98,073	\$101,195	\$104,316
U3	101-150	\$98,095	\$100,415	\$104,056	\$107,178	\$110,299
U4	151-300	\$105,782	\$108,102	\$111,743	\$114,865	\$117,986
U5	301-500	\$113,469	\$115,789	\$119,430	\$122,552	\$125,673
U6	501-675	\$117,862	\$120,182	\$123,823	\$126,945	\$130,066
U7	676-850	\$122,436	\$124,756	\$128,397	\$131,519	\$134,640
U8	851-1025	\$127,012	\$129,332	\$132,973	\$136,095	\$139,216
U9	1026-1200	\$130,124	\$132,444	\$136,085	\$139,207	\$142,328
U10	1201-1400	\$133,235	\$135,555	\$139,196	\$142,318	\$145,439
U11	1401-1600	\$137,773	\$140,093	\$143,734	\$146,856	\$149,977
U12	1601-1800	\$142,312	\$144,632	\$148,273	\$151,395	\$154,516
U13	1801-2000	\$146,557	\$148,877	\$152,518	\$155,640	\$158,761
U14	2001-2200	\$150,802	\$153,122	\$156,763	\$159,885	\$163,006
U15	2201-2400	\$154,519	\$156,839	\$160,480	\$163,602	\$166,723
U16	2401+	\$158,234	\$160,554	\$164,195	\$167,317	\$170,438

			Rates effective 8 November 2019			
U-Grade	Roll size	Roll-based component (U-grade)	Beginning Principal with <3 years principalship	Developing Principal with at least 3 years principalship	Experienced Principal with at least 6 years principalship	Leading Principal with at least 9 years principalship
U1	1-50	\$89,058	\$91,378	\$95,019	\$98,141	\$101,262
U2	51-100	\$96,257	\$98,577	\$102,218	\$105,340	\$108,461
U3	101-150	\$101,038	\$103,358	\$106,999	\$110,121	\$113,242
U4	151-300	\$108,955	\$111,275	\$114,916	\$118,038	\$121,159
U5	301-500	\$116,873	\$119,193	\$122,834	\$125,956	\$129,077
U6	501-675	\$121,398	\$123,718	\$127,359	\$130,481	\$133,602
U7	676-850	\$126,109	\$128,429	\$132,070	\$135,192	\$138,313
U8	851-1025	\$130,823	\$133,143	\$136,784	\$139,906	\$143,027
U9	1026-1200	\$134,028	\$136,348	\$139,989	\$143,111	\$146,232
U10	1201-1400	\$137,232	\$139,552	\$143,193	\$146,315	\$149,436
U11	1401-1600	\$141,906	\$144,226	\$147,867	\$150,989	\$154,110
U12	1601-1800	\$146,581	\$148,901	\$152,542	\$155,664	\$158,785
U13	1801-2000	\$150,953	\$153,273	\$156,914	\$160,036	\$163,157
U14	2001-2200	\$155,326	\$157,646	\$161,287	\$164,409	\$167,530
U15	2201-2400	\$159,154	\$161,474	\$165,115	\$168,237	\$171,358
U16	2401+	\$162,981	\$165,301	\$168,942	\$172,064	\$175,185

U-Grade	Roll size	Roll-based component (U-grade)	Rates effective 8 November 2020			
			Beginning Principal with <3 years principalship	Developing Principal with at least 3 years principalship	Experienced Principal with at least 6 years principalship	Leading Principal with at least 9 years principalship
U1	1-50	\$92,976	\$95,296	\$98,937	\$102,059	\$105,180
U2	51-100	\$100,492	\$102,812	\$106,453	\$109,575	\$112,696
U3	101-150	\$104,069	\$106,389	\$110,030	\$113,152	\$116,273
U4	151-300	\$112,224	\$114,544	\$118,185	\$121,307	\$124,428
U5	301-500	\$120,379	\$122,699	\$126,340	\$129,462	\$132,583
U6	501-675	\$125,040	\$127,360	\$131,001	\$134,123	\$137,244
U7	676-850	\$129,892	\$132,212	\$135,853	\$138,975	\$142,096
U8	851-1025	\$134,747	\$137,067	\$140,708	\$143,830	\$146,951
U9	1026-1200	\$138,049	\$140,369	\$144,010	\$147,132	\$150,253
U10	1201-1400	\$141,349	\$143,669	\$147,310	\$150,432	\$153,553
U11	1401-1600	\$146,163	\$148,483	\$152,124	\$155,246	\$158,367
U12	1601-1800	\$150,979	\$153,299	\$156,940	\$160,062	\$163,183
U13	1801-2000	\$155,482	\$157,802	\$161,443	\$164,565	\$167,686
U14	2001-2200	\$159,986	\$162,306	\$165,947	\$169,069	\$172,190
U15	2201-2400	\$163,929	\$166,249	\$169,890	\$173,012	\$176,133
U16	2401+	\$167,870	\$170,190	\$173,831	\$176,953	\$180,074