

**Terms of Settlement – Primary Teachers’ Collective Agreement
Dated 8 November 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 (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 base salary for teachers 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 increase teacher base salary scale by 3% effective from 8 November 2018, by a further 3% effective from 8 November 2019, and by a further 3% effective from 8 November 2020. The parties also agree to merge the first four steps of the base salary scale effective from 8 November 2018. Below is the table outlining the changes to the base salary scale from the 8 November 2018.

Step	Rates effective 2 May 2017	Step	Rates effective 8 November 2018	Rates effective 8 November 2019	Notations			
					Teacher; Resource Teacher (L1); Regional Health School Teacher	Resource Teacher Literacy (L2)	Resource Teacher Māori (S4)	Speech Language Therapist
1	\$36,692	1	\$49,419	\$50,902	Q1, Q2, Q3E			Q1, Q2, Q3E
2	\$39,513							
3	\$43,745							
4	\$47,980							
5	\$49,588	2	\$51,076	\$52,608	Q3+E			Q3+E
6	\$51,508	3	\$53,053	\$54,645	Q4E			Q4E
7	\$54,330	4	\$55,960	\$57,639	Q5E			Q5E
8	\$59,621	5	\$61,410	\$63,252	Q1M			
9	\$63,929	6	\$65,847	\$67,822	Q2M	Q1, Q2, Q3E		
10	\$68,446	7	\$70,499	\$72,614		Q3+, Q4, Q5E		

11	\$71,891	8	\$74,048	\$76,269	Q3M	Q1, Q2, Q3M	Q1, Q2, Q3	Q1, Q2, Q3M
12	\$75,949	9	\$78,227	\$80,574	Q3+, Q4, Q5M	Q3+, Q4, Q5M	Q3+, Q4, Q5	Q3+, Q4, Q5M

Resource Teacher Māori (S4) will receive one unit upon appointment. After 12 months continuous service in the role the teacher will receive an additional unit to a total of two units.

Speech Language Therapists who have 12 months continuous service on the applicable salary qualification maximum step will receive one unit.

Refer clause 3.17

The parties also agree that from 8 November 2020 a new step will be added to the base scale, increasing the Q3, Q3+, Q4 and Q5 max steps one step accordingly.

Teachers, who as at 8 November 2020 have been on their qualification maximum step for at least 12 months will receive a salary increment of one step on that date. This date will become the teacher's anniversary date for pay progression purposes and a teacher will be entitled to progress to the next step as per clause 3.4, and subject to their applicable qualification maximum step provided in clause 3.3.

Below is the table outlining the changes to the base salary scale from the 8 November 2020:

Step	Rates effective 8 November 2019	Step	Rates effective 8 November 2020	Notations			
				Teacher; Resource Teacher (L1); Regional Health School Teacher	Resource Teacher Literacy (L2)	Resource Teacher Māori (S4)	Speech Language Therapist
1	\$50,902	1	\$52,429	Q1, Q2, Q3E			Q1, Q2, Q3E
2	\$52,608	2	\$54,186	Q3+E			Q3+E
3	\$54,645	3	\$56,284	Q4E			Q4E
4	\$57,639	4	\$59,368	Q5E			Q5E
5	\$63,252	5	\$65,149				
6	\$67,822	6	\$69,857		Q1, Q2, Q3E		
7	\$72,614	7	\$74,793		Q3+, Q4, Q5E		
8	\$76,269	8	\$78,557				
9	\$80,574	9	\$82,992	Q1, Q2, Q3M	Q1, Q2, Q3M	Q1, Q2, Q3	Q1, Q2, Q3M
		10	\$85,481	Q3+, Q4, Q5M	Q3+, Q4, Q5M	Q3+, Q4, Q5	Q3+, Q4, Q5M

Resource Teacher Māori (S4) will receive one unit upon appointment. After 12 months continuous service in the role the teacher will receive an additional unit to a total of two units.

Speech Language Therapists who have 12 months continuous service on the applicable salary qualification maximum step will receive one unit.

Refer clause 3.1.7

Transitional arrangements and consequential changes to the Primary Teachers' Collective Agreement needed to incorporate the changes to the base salary scale will be agreed by the parties prior to ratification.

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

Step	Current	Rate effective 8 November 2018	Rate effective 8 November 2019	Rate effective 8 November 2020
Entry	\$32,456	\$33,430	\$34,433	\$35,466
Maximum	\$33,868	\$34,884	\$35,931	\$37,008

Refer clause 3.3.2

3. 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.

Refer clause 3.3.4

4. 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.

5. 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.

6. 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.

Refer clause 3.27

7. 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.

Refer clause 3.33

8. 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.

Refer clause 4.5

9. 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.

Refer clause 3.15

10. 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

11. Additional payment

The parties agree that all full-time teachers covered by the Primary Teachers' Collective Agreement at the 8 November 2018 are entitled to receive a one-off gross payment of \$500. The payment will be pro-rated for part-time teachers based on their full-time teacher equivalent (FTTE) as at the 8 November 2018.

Teachers covered by the Primary Teachers' Collective Agreement at the 8 November 2018 and on that day were on approved leave under Part 4 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***).

Short-term relievers, as defined in clause 3.23.3, covered by the Primary Teachers' Collective Agreement as at 5pm on the 8 November 2018 shall be entitled to receive the one-off gross payment of \$500 pro-rata based both on their employment status and on the proportion of the total number of school days (xx) between 7 February 2018 and 7 November 2018 inclusive, for which they have been employed.

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

12. 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 8 November 2018:

Alex Davies
Advocate
for NZEI Te Riu Roa

Meg Johnston
Advocate
for the Secretary for Education

Witnessed:

for NZSTA