



26 June 2023

Bella.Pardoe@nzei.org.nz

Attention: Bella Pardoe

Tēnā koe Bella

The Secretary for Education's offer for the settlement of the Primary Principals' (NZEI TRR) Collective Agreement

I am pleased to present the Secretary for Education's third offer to settle the Primary Principals' (NZEI TRR) Collective Agreement.

A Well-Paid Career

Remuneration is a central component to this revised offer. I am proposing to provide three increases over a twenty-four month term from 3 July 2023 to 2 July 2025 to the U-grade base salary as follows:

- an increase of **6%** from 3 July 2023,
- a second increase of **3%** on 3 July 2024,
- a third increase of **1.8%** on 2 December 2024. As well, on 2 December 2024, the U-grade component of salary for U1-U3 principals will increase to the U3 rate of \$118,003.

These improvements provide at least **11.1%** increases to the roll-based salary component (U-grade) for all principals; improvements for principals of U1 and U2 schools will provide a **20.4%** increase.

The base payment of the Leadership in Literacy and Numeracy Allowance remuneration component for principals will increase as follows:

- From \$2,320 to **\$4,000** from 22 July 2024,
- From \$4,000 to **\$8,000** from 28 January 2025.

I also offer additional one-off payments of:

- **\$710** payable to NZEI TRR member principals, which has been calculated to provide a net amount broadly equivalent to the cost of renewing of a teaching practicing certificate. This will be paid in full for eligible part time principals.
- **\$2,000** payable to all full-time NZEI TRR member principals as at the date of ratification of this agreement. This is pro-rated for eligible part-time principals.
- **\$1,000** payable to all full-time NZEI TRR member principals as at 1 December 2023. This is pro-rated for eligible part-time principals.
- **\$1,500** payable to full-time principals. This is pro-rated for part-time principals.

The above one-off payments will be provided for principals employed in a state or state-integrated primary school.

Base salary changes are set out in the table below:

U Grade	Current rates	Rate effective 3 July 2023	Rate effective 3 July 2024	Rate effective 2 December 2024	\$ change (cumulative)
U1	\$98,031	\$103,913	\$107,030	\$118,003	\$19,972
U2	\$98,031	\$103,913	\$107,030	\$118,003	\$19,972
U3	\$106,170	\$112,540	\$115,916	\$118,003	\$11,833
U4	\$114,489	\$121,358	\$124,999	\$127,249	\$12,760
U5	\$122,808	\$130,176	\$134,082	\$136,495	\$13,687
U6	\$127,564	\$135,218	\$139,274	\$141,781	\$14,217
U7	\$132,515	\$140,466	\$144,680	\$147,284	\$14,769
U8	\$137,468	\$145,716	\$150,088	\$152,789	\$15,321
U9	\$140,835	\$149,285	\$153,764	\$156,531	\$15,696
U10	\$144,201	\$152,853	\$157,439	\$160,273	\$16,072
U11	\$149,114	\$158,061	\$162,803	\$165,733	\$16,619
U12	\$154,028	\$163,270	\$168,168	\$171,195	\$17,167
U13	\$158,621	\$168,138	\$173,182	\$176,300	\$17,679
U14	\$163,216	\$173,009	\$178,199	\$181,407	\$18,191
U15	\$167,237	\$177,271	\$182,589	\$185,876	\$18,639
U16	\$171,260	\$181,536	\$186,982	\$190,347	\$19,087

In acknowledgment of NZEI TRR's focus on the issues impacting primary principals in special schools, we also propose to increase the Special School Principals' Allowance rates. The allowances will increase from \$3,000 to **\$10,000** for Specialist Residential Schools principals, and from \$2,000 to **\$5,000** for Specialist Schools principals from 28 January 2024.

I also offer to increase the motor vehicle allowance rate from 62 cents per kilometre to 83 cents per kilometre from 3 July 2023.

Support for wellbeing

Beyond core remuneration, the Ministry has heard that support for principal wellbeing is a critical component to any settlement for your members to alleviate wellbeing and hauora pressures for school leaders.

The offer provides an entitlement to a maximum of **\$6,000 per annum** in each of 2023 and 2024 for each principal to access professional coaching and support from appropriately qualified and approved providers.

I propose a joint working group to develop a programme of providers and support, including details of how principals will be able to access a professional supervisor or coach, over Term 3, 2023.

Cultural capabilities

In order to recognise the cultural expertise of tumuaki leading schools and kura with bilingual settings, I offer to establish a Cultural Leadership allowance of **\$5,000 per annum** from 28 January 2024. This allowance will be for tumuaki and principals who are leading kura and schools with at least Level 1 or Level 2 immersion programmes (te reo Māori and/or Pacific language immersion).

Additionally, I offer an increase to the Māori Immersion Teaching Allowance (MITA) for immersion level 1 and to introduce an allowance for immersion level 2 from the date of ratification to the rates shown in the attached Terms of Settlement. The proposed rates and revised clauses will provide up to \$12,000 for teaching principals with six years' experience in level 1 immersion settings. The MITA, as well as the provided increases to this allowance, are intended to recognise te reo Māori as a taonga to be actively protected under Te Tiriti o Waitangi, and the special and valued skills kaiako must have to teach the curriculum in te reo Māori.

I also offer to introduce a Pacific Bilingual Immersion Teaching Allowance (PBITA) for teaching principals in immersion levels 1 and 2 from 28 January 2024 to the rates shown in the attached Terms of Settlement.

Additionally, we will meet together to discuss a variation to the collective agreement once a new legislative framework is in place enabling schools to seek to change to the Maramataka calendar.

Chatham Islands (including Pitt Island) provisions

I offer to meet with you to review the supports for Chatham Islands (including Pitt Island) principals as provided in Appendix 4 of the *Primary Principals' Collective Agreement*, during the term of the collective agreement.

Further, we will meet during the term of the agreement to review the structure of miscellaneous allowances and payments in the collective agreement to consider how these can be modernised and made fit for purpose. The outcome of this mahi and that of the mana taurite pay equity process, as appropriate, will then help inform the bargaining of the next collective agreement in 2025.

Sabbaticals

I propose the introduction of 20 sabbatical leave positions that are available annually to primary principals who have not previously been awarded a sabbatical and have 15 years or more of service. These sabbatical leave positions would be granted for a period of 20 school weeks.

I also offer to work with you to streamline the application form for principals accessing sabbaticals, specifically the requirements around the programme outline, time commitments and reporting intentions. Additionally, I offer to explore changes to the way the sabbatical report operates, to reduce and simplify its requirements.

Significantly improved sick leave entitlements

I remain able to offer changes to sick leave to ensure compliance with the Holidays Act 2003 while providing **significantly increased sick leave benefits** that go over and above the Act. No principal will have less sick leave entitlement than on the previous system and most will have substantially more entitlement over their career. Examples of the current and increased sick accumulation is shown below.

Current Table A Primary Principals	Typical accumulation under current system	Accumulation offered	Maximum % sick leave increase
With 1 year of employment	31	40	29%
4.5 years	51	90	76%
10 years	109	140	28%
20 years	184	240	30%
30 years	256	340	33%

Secondments

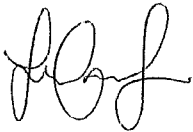
I support ensuring principals can take up opportunities to be seconded to Te Mahau, Te Tāhuhu o te Mātauranga and other agencies as part of their service to education. I propose that enabling provisions are added to the *Primary Principals' Collective Agreement* that apply when a principal is seconded in these circumstances.

Equity Index payment

I propose that from the start of the 2024 school year each principal whose school falls within the top 40% of the Equity Index receive a payment based on the equity index number of their school multiplied by nine which would be calculated annually. This payment will replace the payment currently made to principals in deciles 1 – 4 schools.

Details of all of the above items are in the attached Terms of Settlement.

Nāku noa, nā



Isabella Sutherland
Advocate for the Secretary for Education

Appendix A: Terms of Settlement

This section sets out the components of the settlement of the *Primary Principals' Collective Agreement (PPCA) 2023 – 2025*.

This agreement has been settled between the Secretary for Education and the NZEI Te Riu Roa. It shall be subject to ratification by NZEI Te Riu Roa members pursuant to section 51 of the Employment Relations Act 2000.

The terms outlined in this document are valid for ratification by NZEI provided ratification is confirmed and the new collective agreement is signed no later than 5pm on 7 July 2023.

1. Term of agreement

The Primary Principals' (NZEI TRR) Collective Agreement (PPCA) 2023 – 2025 shall be effective from 3 July 2023 until 2 July 2025, provided this agreement is ratified by 7 July 2023.

2. Remuneration for principals

The parties agree that the Unified Pay System (UPS) for principals will be renewed for the term of the agreement.

The parties agree that the school roll-based salary (U-grade) component of principals' remuneration will provide three increases of: 6% on 3 July 2023, 3% on 3 July 2024, and 1.8% on 2 December 2024 to each grade of the scale as shown below:

School roll-based salary component

U Grade	Current rates	Rate effective 3 July 2023	Rate effective 3 July 2024	Rate effective 2 December 2024	\$ change (cumulative)
U1	\$98,031	\$103,913	\$107,030	\$118,003	\$19,972
U2	\$98,031	\$103,913	\$107,030	\$118,003	\$19,972
U3	\$106,170	\$112,540	\$115,916	\$118,003	\$11,833
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U7	\$132,515	\$140,466	\$144,680	\$147,284	\$14,769
U8	\$137,468	\$145,716	\$150,088	\$152,789	\$15,321
U9	\$140,835	\$149,285	\$153,764	\$156,531	\$15,696
U10	\$144,201	\$152,853	\$157,439	\$160,273	\$16,072
U11	\$149,114	\$158,061	\$162,803	\$165,733	\$16,619
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U15	\$167,237	\$177,271	\$182,589	\$185,876	\$18,639
U16	\$171,260	\$181,536	\$186,982	\$190,347	\$19,087

The parties agree to increase the Leadership in Literacy and Numeracy base payment rate for primary principals from \$2,320 to \$4,000 from 22 July 2024, and from \$4,000 to \$8,000 from 28 January 2025.

The parties agree to increase the Special Schools Principals' Allowances to \$10,000 per annum for specialist residential school principals' specified at clause 6.2.9 (a) and \$5,000 per annum for specialist school principals' specified at clause 6.2.9 (b), from 28 January 2024.

3. Support for wellbeing

The parties agree to introduce an entitlement of \$6,000 in each of 2023 and 2024 for each principal to access professional coaching and support. This is intended to support ongoing coaching, professional learning and development and other opportunities that assist with principals' leadership capability.

This fund will be held by the School Board and be accessed by the principal for the purposes of accessing professional coaching and support in their leadership role. Guidelines, including the details of how the programme will operate, and criteria for providers, will be developed by the Ministry, in consultation with NZEI TRR, during Term 3, 2023.

The agreed wording is included in the tracked change collective agreement (see clause 4.8).

4. Cultural Leadership allowance

The parties agree to introduce Cultural Leadership allowance positions of \$5,000 per annum from 28 January 2024. This allowance will be for tumuaki | principals who are leading kura and schools with at least Level 1 or Level 2 immersion programmes (te reo Māori and/or Pacific language immersion).

The agreed wording is included in the tracked change collective agreement (see clause 6.2.11).

5. Māori Immersion Teaching Allowance (MITA)

The parties agree to introduce the Māori Immersion Teaching Allowance (MITA) for immersion level 1 and 2 from the date of ratification, as detailed below:

MITA	Current rates	Rates from date of ratification	Current Rates	Rates from date of ratification	Current Rates	Rates from date of ratification
Teaching time curriculum taught in Te Reo Māori	Level 1 (81% to 100%)	Level 1 (81% to 100%)	Level 2 (51% to 80%)	Level 2 (51% to 80%)	Level 3 (31% to 50%)	Level 3 (31% to 50%)
Base allowance	\$4,000	\$6,000	\$4,000	\$5,000	\$4,000	\$4,000
After 3 years' service	+\$2,000	+\$4,000	-	+\$2,000		-
Total after 3 years' service	\$6,000	\$10,000		\$7,000		
After 6 years' service	+\$4,000	+\$6,000	-	+\$3,000		-
Total after 6 years'	\$8,000	\$12,000	\$4,000	\$8,000	\$4,000	\$4,000

The agreed wording is included in the tracked change collective agreement (see clause 6.2.6).

6. Pacific Bilingual Immersion Teaching Allowance (PBITA)

The parties agree to introduce a Pacific Bilingual Immersion Teaching Allowance (PBITA) for immersion levels 1 and 2, effective from 28 January 2024, as detailed below:

PBITA	From 28 January 2024	From 28 January 2024
Teaching time that curriculum is taught in a Pacific language	Level 1 (81% to 100%)	Level 2 (51% to 80%)
Base allowance	\$4,000	\$4,000
After 3 years' service	+\$2,000	+\$1,000
Total after 3 years	\$6,000	\$5,000
After 6 years' service	+\$4,000	+\$2,000
Total after 6 years'	\$8,000	\$6,000

The agreed wording is included in the attached tracked change collective agreement (see clause 6.2.10).

7. Secondments

The parties agree to include provisions that ensure the process of seconding principals into sector roles outside of their schools is easier, more accessible, and does not disadvantage those undertaking secondments. The agreed wording is included in the attached tracked change collective agreement.

8. Paid Sabbatical Leave

The parties agree to introduce 20 sabbatical leave positions that will be available annually from the start of the 2024 school year to primary principals who have not previously been awarded a sabbatical and have 15 years or more of service. These sabbatical leave positions would be granted for a period of 20 school weeks. The agreed wording is included in the tracked change collective agreement.

The parties agree to review the operation of the 20-week sabbatical provisions not less than 12 months following the opening of the scheme and consider if adjustments are required to ensure it is not undersubscribed.

The parties also agree to work together to streamline the application form for principals accessing sabbaticals, specifically the requirements around programme outline, time commitments and reporting intentions. The parties will also explore changes to the way the sabbatical report operates to reduce and simplify reporting requirements.

This work will be completed by the end of Term 3, 2023 in order to be implemented before the subsequent round of applications open.

The agreed clause wording is included in the tracked change collective agreement (see clause 7.11).

9. Sick Leave

The parties agree to improve the existing sick leave entitlements. The agreed clause wording is included in the tracked change collective agreement.

10. Additional payments

The parties agree to the following additional payments:

- **\$710** payable to each NZEI TRR member principal who is bound by this Agreement as at the date this agreement is ratified. This has been calculated to provide a net amount broadly equivalent to the cost of renewing of a teaching practicing certificate. This will be paid in full for eligible part time principals.

- **\$2,000** payable to each NZEI TRR member principal who is bound by this Agreement as at the date this agreement is ratified. This is pro-rated for eligible part-time principals.
- **\$1,000** payable to each NZEI TRR member principal who is bound by this Agreement as at 1 December 2023. This is pro-rated for eligible part-time principals.
- **\$1,500** payable to full-time principals employed as at 3 July 2023. This is pro-rated for part-time principals.

The agreed wording is included in the tracked change collective agreement (see clause 1.7). Clause 1.7 will be removed in subsequent collective agreements.

11. Increase to motor vehicle allowance rate

The parties agree to increase the motor vehicle allowance provided in clause 6.1.5, from 62 cents per kilometre, to 83 cents per kilometre, from 3 July 2023.

12. Replacement of decile based payments with an Equity Index based payment

From the start of the 2024 school year Principals in a school that falls within the top 40% of the equity index when it is calculated each year shall receive a payment based on the equity index number of the school multiplied by nine. This payment will replace the decile based component of each principals remuneration. Transitional arrangements for this change are set out in the tracked change collective agreement.

13. Chatham Islands (including Pitt Island) provisions

The parties agree to meet to review the supports for Chatham Islands (including Pitt Island) principals as provided in Appendix 4 of the *Primary Principals' Collective Agreement*, during the term of the collective agreement and consider how these can be modernised and made fit for purpose. The outcome of this mahi will inform the bargaining of the next collective agreement in 2025.

The parties agree to meet during the term of the agreement to review the structure of miscellaneous allowances and payments in the collective agreement to consider how these can be modernised and made fit for purpose. The outcome of this mahi and that of the mana taurite pay equity process, as appropriate, will then help inform the bargaining of the next collective agreement in 2025.

14. Ministerial Advisory Group to review school staffing settings

Separate to collective bargaining, the parties acknowledge establishment of the Ministerial Advisory Group to review staffing settings across schools and kura. While the Terms of Reference are to be determined, the parties acknowledge the need for historic differences in primary staffing settings to be considered.

15. Future of performance agreements and mandatory appraisal

The parties agree in principle that the collective agreement should be updated to acknowledge the Teaching Council of Aotearoa New Zealand's new Professional Growth Cycle for principals, tumuaki and EGE professional (PGC).

The parties will work together in the six months following the date this agreement is ratified to review clauses relating to professional growth, performance matters, and the principal's relationship with the board. Specifically, the parties will consider the future of performance agreements and mandatory appraisal in light of the PGC. The parties may agree to progress a variation during the term of the agreement or as a technical change in future bargaining.

16. Maramataka Calendar

The Ministry is supportive of boards who apply to the Ministry to have their school calendar changed to the Maramataka calendar.

Once a new legislative framework is in place enabling schools to seek to change to the Maramataka calendar, the parties will meet to discuss a variation to the collective agreement.

17. Related matters

We note that this settlement will be implemented by the Education Payroll by 3 October 2023, providing it is ratified by 7 July 2023.

To recognise the role of NZEI TRR in reaching the terms and conditions in the collective agreement, and so as not to undermine collective bargaining, the parties agree that the terms and conditions in the collective agreement, except for the additional payments for NZEI TRR members in clause 1.7.2 of the new collective agreement, can be passed on provided that the lump sum in clause 1.7.4 is instead of, not in addition to, existing entitlements.

The Secretary will not promulgate an individual employment agreement or offer the terms and conditions in the collective agreement to anyone other than NZEI TRR members before 25 September 2023.

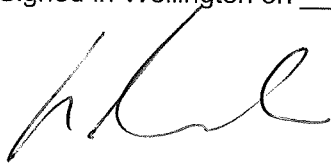
The parties agree that they will meet to agree the process for bargaining and then to present their respective claims for a new *Primary Principals' (NZEI TRR) Collective Agreement* within two weeks of initiation of bargaining. The parties note that bargaining can be initiated by NZEI TRR 60 days before the expiry of the Agreement.

18. Technical changes

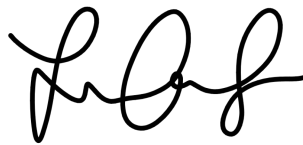
The parties agree to make any technical changes that are mutually agreed prior to the going out for ratification.

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' (NZEI TRR) Collective Agreement 2023-2025*.

Signed in Wellington on 26 June 2023 by:



Bella Pardoe
Advocate for NZEI Te Riu Roa



Isabella Sutherland
Advocate for the Secretary for Education

K. Lethbridge

Witnessed:
Kate Lethbridge
for NZ School Trustees Association