

Joint Area School Teachers' Claim

The joint ASTCA claims are set out below under the main NZEI Te Riu Roa and PPTA Te Wehengarua vision areas.

Uaratanga – Value teachers

Well paid/Teacher supply

- **Base scale:** Increases of 4% for each year of the new collective agreement (term of agreement to be decided during negotiations).
- **Unit rate:** 6% of the top of basic scale rate.
- **Management Allowance:** 40% of a unit rate.
- **Day reliever rates:** Increase to step 7.
- **Careers Advisor Allowance:** To unit value.
- **Special Duties Increment Allowance:** To unit value.
- **Other Allowances:** Increase by rate of base scale increases.

Highly trained profession

- **Teaching Council Fees:** Central payment of registration and certification fees as an ongoing entitlement for all teachers (NB. Currently government is only proposing funding for three years).
- **Individual PLD allowances:** Annual allowances averaging \$1000 for each teacher to spend on self-selected PLD.
- **Sabbaticals:** Increase the number of sabbaticals from 12 to 48.
- **Associate teacher allowance:** Increase from \$3.17 per hour to the minimum hourly wage rate.
- **PPTA PLD fund & NZEI Professional Support Fund:** Area school members to be covered by the funds that PPTA and NZEI members negotiate through the Secondary Teachers' and Primary Teachers' Collective Agreements.
- **PLD for relievers:** Expanding centrally funded PLD for mandated curriculum change to day relievers.

Member-only benefit

A benefit for PPTA/NZEI members that is not passed on to non-members.

Whakaute – Respect teachers

Culturally responsive

- **Amend Good Employer provisions:** Identify a value framework to guide relationships, and honour and give effect to Te Tiriti, ensure MoE provides the capacity to support employers in upholding Te Tiriti, and incorporate section 127 of Education and Training Act.
- **Cultural Leadership Allowances:** One per school, 0.5FTTE time allowance, two-unit salary equivalent for cultural kaitiaki of the school.
- **Community Liaison Allowances:** Allowances of Management Allowance equivalent and 2 hours per week non-contact time for working with students and whānau outside normal expectations of classroom role. Number of allowances generated by Māori & Pacifica student roll.
- **MITA and BPITA:** Increase each rate by \$1,000.
- **Professional learning support and recognition for Te Reo Māori:** Funding for PLD in te reo Māori embedded in collective agreement, an annual allowance of \$3,000 for every teacher who achieves level 5 certification on the Te Taura Whiri I Te Reo Māori and \$5,000 p.a. for registered translators.

Tautoko

Support in role

- **Principal Nominee Allowance:**
 - A base time allowance of one hour per week
 - Additional annual time release, depending on the size of the year 11-13 roll
 - Additional staffing to the school for the time
 - One unit equivalent, plus additional allowances for large schools
- **Designated Laboratory manager Allowances:**
 - A unit-equivalent payment.
 - Additional Management Allowance-equivalent payment for schools over roll 1,800
 - A base time allowance of 1 hour per week
 - Additional annual time allowance based on the school roll
 - Extra staffing to resource the time allowance
- **Learning Support Coordinator Allowances:** Roll/equity index-related time allowances.
- **Learning Needs Allowances:** Additional units and new time allowances for responsibility for working with students with special needs.
- **Change management process:** Contractual rights embedded for appropriate teacher consultation, and support in relation to mandated curriculum or national policy changes.
- **Consultation resourcing:** Providing an entitlement to union meetings where the school may close/merger/transfer business provisions under the current CA provisions and expanding this to where a school may be turned into a charter school.

- **Curriculum Advisors – Senior Secondary:** MoE continue to employ for term of agreement.
- **Recognition of service in non-state/state integrated schools:** Amend current provisions to expand recognised prior service to protect against lower pay when a kaiako returns to the public sector from charter schools or other non-state schools not currently covered.
- **Relief teacher travel:** Centralised funding of travel allowance.
- **Mileage allowance:** Increased relieving teacher mileage rates to regular teacher rates.
- **e-learning teachers and e-deans:** Inclusion of specific workload provisions in Virtual Learning Network schools.

Health and wellbeing – Oranga Tonutanga

- **Extend leave for birth of child:** From 2 to 5 days.
- **Relief teacher sick leave:** Centralised funding of sick days for relieving teachers.