



Fran.Renton@ppta.org.nz

Attention: Fran Renton

Joschka.Hoffmann@nzei.org.nz

Attention: Joschka Hoffmann

30 May 2023

Tēnā kōrua Joschka and Fran,

Offer for the settlement of the *Area School Teachers' Collective Agreement*

We are pleased to make this third offer for settlement that provides considerable improvements to the conditions of employment for area school teachers, as follows:

Increased remuneration

- An **immediate increase of 6% or \$4,000 (whichever is larger) to all steps** of the Base Salary Scale (BSS) effective from 3 July 2023.
- A second increase of **3%** twelve months from 3 July 2024;
- A third increase which **lifts the top step of the BSS to \$100,000**, effective from 2 December 2024. Additionally step 1 and 2 will be merged, increasing the first step of the BSS to \$60,735.
- Additional one-off payments of:
 - **\$3,000** for full-time teachers. This is pro-rated for part-time and short-term relievers.
 - **\$1,500** for full-time NZEI TRR and PPTA Te Wehengarua teacher members. This is pro-rated for part-time and short-term relievers.
 - **\$710** payable to all NZEI TRR and PPTA Te Wehengarua teacher members which has been calculated to provide a net of tax amount broadly equivalent to renewal of a teaching practicing certificate during the term of the agreement. This will be paid in full, for part time and short-term relievers.

This offer increases all rates by between **\$7,191** and **\$10,000**, or **10.5 – 18.3%** over the term of the collective. The new base salary scale is set out below:

BSS Step	Current	Scale from 3 July 2023	% change	Scale from 3 July 2024	% change	BSS Step	Scale from 2 December 2024	\$ change	% change
1	\$51,358	\$55,358	7.8%	\$57,019	3.0%	1	\$60,735	\$9,377	18.3%
2	\$53,544	\$57,544	7.5%	\$59,270	3.0%				
3	\$55,948	\$59,948	7.1%	\$61,746	3.0%	2	\$63,187	\$7,239	12.9%
4	\$58,133	\$62,133	6.9%	\$63,997	3.0%	3	\$65,416	\$7,283	12.5%
5	\$61,794	\$65,794	6.5%	\$67,768	3.0%	4	\$69,150	\$7,356	11.9%
6	\$65,776	\$69,776	6.1%	\$71,869	3.0%	5	\$73,307	\$7,531	11.4%
7	\$70,040	\$74,242	6.0%	\$76,470	3.0%	6	\$77,786	\$7,746	11.1%
8	\$75,190	\$79,701	6.0%	\$82,092	3.0%	7	\$83,197	\$8,007	10.6%
9	\$79,413	\$84,178	6.0%	\$86,703	3.0%	8	\$88,000	\$8,587	10.8%
10	\$85,490	\$90,619	6.0%	\$93,338	3.0%	9	\$94,500	\$9,010	10.5%
11	\$90,000	\$95,400	6.0%	\$98,262	3.0%	10	\$100,000	\$10,000	11.1%

Similar adjustments will be provided for untrained teachers, lifting Step 1 of the untrained scale to a rate equivalent to \$23.65 per hour.

Teacher Journey and Support

This offer provides significant base salary increases when considered alongside a teacher's progression, as is illustrated by the table below:

Group 3 and below			Group 3+ and above		
Step progression (Jan 22 to Jan 25)	As a \$ increase	As a % increase	Step progression (Jan 22 to Jan 25)	As a \$ increase	As a % increase
Step 1 to new step 3	\$14,058	27.4 %	Step 1 to new step 3	\$14,058	27.4 %
Step 2 to new step 4	\$15,606	29.1 %	Step 2 to new step 4	\$15,606	29.1 %
Step 3 to new step 5	\$17,359	31.0 %	Step 3 to new step 5	\$17,359	31.0 %
Step 4 to new step 6	\$19,653	33.8 %	Step 4 to new step 6	\$19,653	33.8 %
Step 5 to new step 7	\$21,403	34.6 %	Step 5 to new step 7	\$21,403	34.6 %
Step 6 to new step 8	\$22,224	33.8 %	Step 6 to new step 8	\$22,224	33.8 %
Step 7 to new step 9	\$24,460	34.9 %	Step 7 to new step 9	\$24,460	34.9 %
Step 8 to new step 9	\$19,310	25.7%	Step 8 to new step 10	\$24,810	33.0%
Step 9 to new step 9	\$15,087	19.0%	Step 9 to new step 10	\$20,587	25.9%
Step 10 (new step 9)	\$9,010	10.5%	Step 10 to new step 10	\$14,510	17.0%
			Step 11 (new step 10)	\$10,000	11.1 %

As an example, a graduate teacher without relevant experience begins their teaching journey in January 2022 on Step 1 of the BSS (\$51,358).

- After one year of teaching, in January 2023, the teacher progresses to Step 2 of the BSS (\$53,544).
- As a result of this settlement, step 2 increases from 3 July 2023 to \$57,544.
- In January 2024, the teacher progresses again to Step 3 (\$59,948).
- Then, on 3 July 2024, step 3 increases to \$61,746.
- On 2 December 2024, step 1 and 2 of the UBSS merge and this teacher is placed on the new Step 2 (\$63,187).
- In January 2025, this teacher progresses again to the new Step 3 (\$65,416).

Over this three-year period, between January 2022 to January 2025, this teacher's base salary has increased \$14,058 or 27.4%.

Additionally, to further support those entering the profession, we offer the **central payment of fees (currently \$512.37) for beginning teachers who progress from their provisional to full certificate** during the term of the collective agreement. (For the avoidance of doubt, this entitlement does not apply during any period that the collective continues in force under s 53 of the Employment Relations Act 2000).

Providing Additional Time to Teach

We also offer to **provide additional time to teach** through:

- A **reduction in maximum timetabled classroom teaching time** for area school teachers predominantly teaching years 1-6. This **more than doubles the current entitlement** for those predominantly teaching years 1-6 to a **total of 25 hours per term (a day per fortnight)** where full time teachers are released from the classroom for work such as planning, preparation, assessment, and reporting.

- **The introduction of a reduction in maximum timetabled classroom teaching time for permanent unit holders who predominantly teach years 1 - 6**, providing an additional 10 hours of classroom release time per term. In combination with the additional time out of the classroom provided, those predominantly teaching years 1-6 who hold one or more permanent units will receive a total of 35 hours per term, more than tripling their current entitlement.
- **The introduction of pastoral care allowances** of 0.25 FTTE for area school teachers who are predominantly teaching years 7-13. These new allowances recognise the importance of pastoral care in schools and kura and will ensure those teachers with additional pastoral responsibilities have dedicated time out of the classroom to fulfil these duties. These allowances will be apportioned to schools based on roll.
- **The introduction of pro-rated classroom release time for part-time teachers** who are predominantly teaching years 7–13. From Term 1, 2025, part-time teachers who predominantly teach years 7-13 will be entitled to a pro-rated reduction in timetabled classroom teaching time in proportion to that of full-time teachers, therefore reducing their maximum timetabled classroom teaching time in proportion to that of full-time teachers as provided at clause 4.2. From the same date, the salary loading of 11% provided to part-time teachers in clause 3.26.1 will no longer apply to part-time teachers who are predominately teaching years 7-13. For the avoidance of doubt, part-time teachers who predominantly teach years 1-6 will continue to receive the 11% salary loading.

Reductions to maximum timetabled classroom teaching time and new pastoral care allowances require a significant increase in teaching resource over the term of the collective agreement and therefore must be phased in over the term to make these changes possible.

Significantly improved sick leave entitlements

I am 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 teacher 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 are shown below.

	<i>Aggregate employment at day of translation</i>	<i>Sick leave entitlement prior to translation</i>	<i>Total sick leave taken over duration of aggregate employment</i>	<i>Balance</i>	<i>Translated sick leave entitlement</i>	<i>Total sick leave taken over duration of aggregate employment</i>	<i>Balance</i>	<i>New balance available to the Teacher from day of translation</i>
Teacher A	5.5 years	92 days	31 days	61 days	100 days	31 days	69 days	69 days
Teacher B	9 years	92 days	20 days	72 days	130 days	20 days	110 days	110 days
Teacher C	12 years	154 days	152 days	2 days	160 days	152 days	8 days	10 days

Addressing priority member claims

In recognition of the need to improve working conditions for kaiako in area schools, I offer the following improvements in response to union priority claims:

- **To raise the maximum salary cap for relief teachers from Step 6 to Step 7** from 28 January 2024, which will become the new step 6 from 2 December 2024.

- **An increase in the motor vehicle allowance rate from 62 cents per kilometre, to 83 cents per kilometre, from 3 July 2023.**
- **The introduction of Cultural Leadership allowances at \$5,000 per annum from 28 January 2024, which allows the parties time to develop eligibility criteria.**
- **An increase in the Māori Immersion Teaching Allowance (MITA) to up to \$12,000 for immersion level 1 and \$8,000 for immersion level 2 from 17 July 2023. This is intended to recognise te reo Māori as a taonga to be actively protected under Te Tiriti o Waitangi and recognise the special and valuable skills kaiako must have to teach the curriculum in te reo Māori.**
- **The introduction of a Pacific Bilingual Immersion Teaching Allowance (PBITA) for immersion levels 1 and 2 from 28 January 2024.**
- **A proposal to meet with you to discuss a variation to the collective agreement once a new legislative framework is in place enabling schools to seek to change to adopt the Maramataka calendar.**
- **A proposal to meet with NZEI Te Riu Roa and PPTA Te Wehengarua to discuss reliever employment issues during the term of the collective agreement.**
- **A recognition of the role of LSC within the collective agreement.**
- **Greater flexibility for schools in Kāhui Ako regarding their use of within school teacher allowances.**
- **To meet with the NZEI TRR and PPTA Te Wehengarua to discuss changes to annual leave provisions over the term of agreement.**

Details of all of the above components for settlement are detailed in Appendix A: Terms of Settlement.

Nāku noa, nā,

Callum Brooker
Advocate for the Secretary for Education

Appendix A: Terms of Settlement

This section sets out the components of the settlement of the *Area School Teachers' Collective Agreement (ASTCA) 2023 – 2025*.

This agreement has been settled between the Secretary for Education, PPTA Te Wehengarua, and NZEI Te Riu Roa. The new collective agreement shall be subject to ratification by union members pursuant to section 51 of the Employment Relations Act 2000.

The terms outlined in this document are valid for ratification provided this is confirmed and the new collective agreement is signed no later than 5pm on 15 June 2023.

1. Term of agreement

The *Area School Teachers' Collective Agreement (ASTCA) 2023 – 2025* shall be effective from the 3 July 2023 until 2 July 2025, provided it is signed no later than 15 June 2023.

2. Remuneration for Trained Teachers

The parties agree that the Base Salary Scale for Trained Teachers will be renewed for the term of the agreement and will provide three increases: \$4,000 or 6% effective from 3 July 2023, a second increase of 3.2% effective from 3 July 2024 and a third increase of between 1.8% and 2.6% effective from 2 December 2024. This increases are shown by the BSS below:

Base Salary Scale for Trained Teachers:

BSS Step	Qualification Group Notations	Current Rates	Rates effective from 3 July 2023	Rates effective from 3 July 2024	New BSS Step	Qualification Group Notations	Rates effective from 2 December 2024
1	H1E, H2E, H3E	\$51,358	\$55,358	\$57,019	New Step 1	H1E, H2E, H3E	\$60,735
2		\$53,544	\$57,544	\$59,270			
3	H3+E	\$55,948	\$59,948	\$61,746	2	H3+E	\$63,187
4	H4E	\$58,133	\$62,133	\$63,997	3	H4E	\$65,416
5	H5E	\$61,794	\$65,794	\$67,768	4	H5E	\$69,150
6		\$65,776	\$69,776	\$71,869	5		\$73,307
7		\$70,040	\$74,242	\$76,470	6		\$77,786
8		\$75,190	\$79,701	\$82,092	7		\$83,197
9		\$79,413	\$84,178	\$86,703	8		\$88,000
10	H1M,H2M,H3M	\$85,490	\$90,619	\$93,338	9	H1M,H2M,H3M	\$94,500
11	H3+M,H4M,H5M	\$90,000	\$95,400	\$98,262	10	H3+M,H4M,H5M	\$100,000

Translation rules and scenarios explaining movement to the revised 2 December 2024 scale are contained in the attached Annexe 1.

3. Remuneration for Untrained Teachers

The parties agree to increase the pay rates for untrained teachers, as shown below:

Step	Printed rate 1 July 2021	Rates as at 1 April 2022	Rates from 3 July 2023	Rates from 3 July 2024	Rates from 2 December 2024
Step 1	\$42,957	\$47,216	\$49,192	\$50,668	\$52,668
Step 2	\$44,804	\$47,216	\$50,592	\$52,110	\$54,110
Step 3	\$46,865	\$47,216	\$51,992	\$53,522	\$55,552
Step 4	\$49,209	\$49,209	\$52,592	\$54,170	\$56,170

4. Increase to classroom release time for full-time area school teachers who predominantly teach years 1 – 6.

The parties agree to reduce the maximum timetabled classroom teaching time for teachers by a total of one and a half hours per week for the term of the agreement for full-time teachers who predominately teach years 1 - 6.

This provision will ensure area school teachers who are predominantly teaching years 1-6 will have their maximum timetabled classroom teaching time reduced to an average of 22.5 hours per week. The parties agree to phase in the increases to CRT as follows:

- 30 minutes per week will be provided from Term 1, 2024, reducing maximum timetabled classroom teaching time to 23.5 hours
- 30 minutes per week will be provided from Term 3, 2024, reducing maximum timetabled classroom teaching time to 23 hours
- 30 minutes per week will be provided from Term 1, 2025, reducing maximum timetabled classroom teaching time to 22.5 hours

5. Classroom release time for teachers with one or more permanent units who predominantly teach years 1 - 6

The parties agree to reduce maximum timetabled classroom teaching time by one hour per week for eligible classroom teachers who hold one or more permanent units, effective from Term 1, 2025. This will provide those predominantly teaching years 1-6 with an additional 10 hours of time out of the classroom per term.

6. Pro-rated classroom time for part-time teachers who predominantly teach year 7-13

The parties agree to introduce a pro-rated reduction in maximum classroom teaching time for part-time teachers who predominantly teach years 7-13 from Term 1, 2025, therefore reducing the eligible teacher's maximum timetabled classroom time. This will be proportionate to that of a full-time teacher, as provided at clause 4.2 of the collective agreement.

From Term 1, 2025, the salary loading of 11% provided to part-time teachers at clause 3.26.1 will no longer apply to teachers who predominantly teach years 7-13.

The parties agree to vary the collective agreement to reflect this change within two months of a new agreement being signed.

7. Pastoral care time allowances

A number of pastoral care time allowances of 0.25 FTTE for area school teachers predominantly teaching years 7-13 will be introduced. These will be phased in over the next two years as follows:

- 547 allowances of 0.25 FTTE will be provided from Term 1, 2025

Criteria for accessing and administering the allowances. These allowances will be apportioned to schools based on roll.

8. Māori Immersion Teaching Allowance (MITA)

The parties agree that the Māori Immersion Teaching Allowance (MITA) for immersion level 1 and 2 will increase from 17 July 2023, as detailed below:

MITA	Current rates	Rates from 17 July 2023	Current Rates	Rates from 17 July 2023	Current Rates	Rates 17 July 2023
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 clause wording is included in the tracked change collective agreement.

9. 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.

10. Additional Payments

The parties agree to the additional one-off payments:

- **\$3,000** for full-time teachers. This is pro-rated for part-time and short-term relievers.
- **\$1,500** for full-time NZEI TRR and PPTA Te Wehengarua teacher members. This is pro-rated for part-time and short-term relievers.
- **\$710** payable to all NZEI TRR and PPTA Te Wehengarua teacher members, which has been calculated to provide a net of tax amount broadly equivalent to renewal of a teaching practicing certificate during the term of the agreement. This will be paid in full, for part time and short-term relievers.

Clause wording is detailed in the tracked change collective agreement.

11. Increase to motor vehicle allowance rate

The parties agree to increase the motor vehicle allowance provided in clause 6.4, from 62 cents per kilometre, to 83 cents per kilometre, from 3 July 2023.

12. Central payment of beginning teacher full certificate fees

The parties agree that the Ministry of Education will pay the Teaching Council of Aotearoa New Zealand directly for any fees incurred by beginning teachers when moving from provisional to full certification, over the term of the collective agreement. (For the avoidance of doubt, this entitlement does not apply during any period that the collective continues in force under s 53 of the Employment Relations Act 2000).

13. Cultural Leadership Allowance

The parties agree to introduce a Cultural Leadership allowance at \$5,000 per annum: one allowance per area school.

The purpose of these allowances will be to build staff capability and cultural leadership in schools and kura, for example a holder of the allowance may coach their peers through engagement with whānau and iwi or Pacific communities, and/or the incorporation of mātauranga Māori into their practice. This will come into effect from 28 January 2024, enabling the parties to determine criteria for accessing the allowance and to work through other related administrative requirements. We expect any final guidance and eligibility criteria to reflect the position that cultural skills and competencies are a responsibility of all kaiako.

Clause wording is detailed in the tracked change collective agreement.

14. Kapa Haka Release Days

The parties agree that the Kapa Haka relief days that are available to primary teachers to attend Te Mana Kuratahi will be accessible to area school teachers. The parties' intention is not to provide additional days, but rather to formalise an existing arrangement. To this end, the following clause wording is to be added to 2.17 Kapa Haka Kura Tuarua:

2.17.2 *140 teacher relief days will be made available biennially for area or primary teachers to attend Te Mana Kuratahi (the National Primary Kapa Haka Competition) to support students participating in the competition.*

The existing clause 2.17.2 will therefore be renumbered to 2.17.3.

15. Short-Term Reliever Provisions

The parties agree to raise the relief teacher salary cap from BSS Step 6 to Step 7 from 28 January 2024, which will become the new step 6 from 2 December 2024.

The parties agree to meet regularly to discuss reliever employment issues including remuneration during the term of the collective agreement. The parties will work together to agree a terms of reference within two months of ratification of the collective agreement.

16. Technology teacher qualification recognition – 6,000 hours post qualification

The parties agree to recognise National Qualifications Framework (NQF) Level 5 and 6 trade or vocational qualifications for salary purposes, where the highest trade or vocational qualification is below Level 7 on the NQF, and the teacher has at least 6000 hours of applicable trade or vocational work experience.

17. Sick leave

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

18. 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, we will meet with you to discuss a variation to the collective agreement.

19. LSC role recognition and clarification

The parties agree to recognise the valuable role of the Learning Support Coordinator in the Area School Teachers' Collective Agreement at clause 3.37. Clause wording is in the tracked change collective agreement.

20. Kāhui Ako Within School Teacher allowances

The parties agree to changes in how schools in the Kāhui Ako can more flexibly allocate the current within school teacher allowances by dividing up to 50% of these into responsibility allowances worth \$2,000 per annum (and no less than 50% as within school teacher allowances worth \$8,000 per annum). Kāhui Ako inquiry time will be removed. Clause wording is detailed in the tracked change collective agreement.

21. Entitlement clarification and readability

The parties agree to other clause wording which updates and/or improves readability to entitlements for Refreshment Leave, Removals Expenses, Parental Leave, Parental Grant, Disregarded Sick Leave, Surplus Staffing, application of trade qualifications, as well as for

facilitating RTLB cluster lead school changes. These are detailed in the attached tracked change collective agreement.

22. Definition of Education Gazette

The parties agree to amend clause 1.8.1(a) to clarify that “advertised” means advertised online in the Education Gazette.

23. Annual Holidays changes

The parties agree to meet over the term of the agreement to progress changes to annual leave provisions. The parties’ intention is that teachers’ entitlements to correctly calculated payments for annual holidays under the Holidays Act are met, while minimising record keeping requirements for teachers and schools and making minimal changes to the way in which teachers use their time during the remainder of school vacations.

Any agreed changes will be incorporated into the collective agreement by the way of a variation.

24. Related matters

We note that the Education Payroll will implement the lump sum payments by 26 July 2023 and the rest of the settlement by 6 September 2023, providing the collective agreement is signed by 19 June 2023.

NZEI TRR and PPTA Te Wehengarua agree that the terms and conditions in the collective agreement will be offered to non-union employees. To recognise the role of the union in reaching the terms and conditions in the collective agreement, and so as not to undermine collective bargaining, the Secretary will not offer the terms and conditions in the collective agreement to non-union members for 6 weeks from ratification.

25. Technical changes

The parties agree a series of technical changes to the agreement as listed in the attached Annexe 2.

Signed in Wellington on _____ 2023 by:

Joschka Hoffmann

Advocate for NZEI Te Riu Roa

Fran Renton

Advocate for PPTA Te Wehengarua

Callum Brooker

Advocate for the Secretary for Education

Witnessed:
Kate Lethbridge
for NZ School Trustees Association

Annexe 1: Automatic translation to pay scale from 2 December 2024 ('new scale') from pay scale in force on 10 December 2024 ('old scale') and incremental progression from one salary step to the next

Translation

The parties have agreed on the following automatic translation arrangements for the new scale

Examples:

- An employee who is on Step 1 (\$57,019) of the old scale on 1/12/2024 will on 2/12/24 automatically translate to step 1 (\$60,735) of the new scale - an increase in salary of \$3,716.
- An employee who is on Steps 2 (\$59,270) of the old scale on 1/12/2024 will on 2/12/24 move to Step 1 (\$60,735) of the new scale, with a salary increase in salary of \$1,465.
- An employee who is on step 5 (\$67,768) of the old scale on 1/12/2024 will on 2/12/24 automatically translate to step 4 (\$69,150) of the new scale. With a salary increase of \$1,382.

Table 1 indicates automatic translation for employees on all the steps of the old scale to the new scale, with effect from 2 December 2024.

Table 1

BSS Pay Scale in force on 1 December 2024 'Old scale'	BSS Pay Scale in force from 2 December 2024 'New scale'
Step 1	Step 1
Step 2	Step 1
Step 3	Step 2
Step 4	Step 3
Step 5	Step 4
Step 6	Step 5
Step 7	Step 6
Step 8	Step 7
Step 9	Step 8
Step 10	Step 9
Step 11	Step 10

Incremental Progression

The parties confirm that rules for incremental progression as detailed in clause 3.18 remain unchanged, except that the new scale will replace the old scale on 2 December 2024. For the avoidance of doubt,

- in 3.18 the term 'service increment' shall mean progression to the next step on the old scale until 1 December 2024, and progression to the next step on the new scale from 2 December 2024
- the introduction of a new scale does not change the expectation that a teacher will increment one step only, once every 12 months, on the anniversary of their appointment.

2024 salary scenarios – translation and progression

H3 step 1: employee translates across

Jan 2024	July 2024	Dec 2024	Jan 2025
(starts role)	CA increase	CA increase + merged new scale	Annual increment
(old) Step 1 \$55,358	\$57,019	(moves to NEW step 1) \$60,735	NEW step 2 \$63,187

H3 step 2: translates 1 down

Jan 2024	July 2024	Dec 2024	Jan 2025
	CA increase	CA increase + merged new scale	Annual increment
(old) Step 2 \$57,544	\$59,270	(moves to NEW step 1) \$60,735	NEW step 2 \$63,187

H3+ Entry /Step 3: translates 1 down

Jan 2024	July 2024	Dec 2024	Jan 2025
	CA increase	CA increase + merged new scale	Annual increment
(old) Step 3 \$59,948	\$61,746	(moves to NEW step 2) \$63,187	NEW step 3 \$65,416

Step 9: translates 1 down

Jan 2024	July 2024	Dec 2024	Jan 2025
	CA increase	CA increase + merged new scale	Annual increment
(old) Step 9 \$84,178	\$86,703	(moves to NEW step 8) \$88,000	NEW step 9 \$94,500

Annexe 2: Technical Amendments

No.	Reference/heading	Clause number	Current reference	Updated reference
1	Parties to the agreement	1.2 and throughout	State Services Commissioner	Public Service Commissioner
2	1.1	1.1 and throughout	Section 23 of the State Sector Act 1988	Clause 6 of Schedule 3 of the Public Service Act 2020
3	Parties to the agreement	1.2	Section 74(5) of the State Sector Act 1988	Section 586 (5) of the Education and Training Act 2020
4	Throughout the document	Throughout the document	Board of trustees	School board
5	Definitions	1.8.1 (c) and throughout	Amalgamation	Replace “amalgamation” with “merger”
6	Declaration Pursuant to the State Sector Act	1.9	75 of the State Sector Act	s595 of the ETA
7	Good Employer/Equal Employment Opportunities	2.1	Part 77A of the State Sector Act	s 597-607 of the ETA.
8	School classification	2.1 and 2.3	Class of a school	Replace “class of a school” to “classification” of a school
9	Personal Files	2.6.2	Privacy Act 1993	Privacy Act 2020.
10	Salary Payments	3.3.1	Except that individual employees may on religious or ethical grounds apply in writing to the Secretary for Education to be paid by cheque.	Removal of the text
11	Education Act 1989 and 1964	1.8.1 and Throughout the document	Throughout the document	Education and Training Act 2020
12	Employment Protection Provisions	2.13A.6 (note)	Section 77HA State Sector Act 1988	Section 605 of the Education and Training Act 2020
13	Public Holidays		List of holidays Holidays Act 1981	Add Matariki Holidays Act 2003
14	References to “Ministry of Education”	Throughout the document	Ministry of Education”	Ministry of Education Te Tāhuhu o te Mātauranga”
15	References to “his/hers” “him/her he/she”	Throughout the document	his/hers, he/she	Replace with “they” “them” “their” where appropriate

16	Subsequential changes to clause wording as a result of 'new' base salary scale.	Throughout document	Current references refer to base salary scale in effect until 1 December 2024	Update to provide for new base salary scale in effect from 2 December 2024
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