

Area School Principals' Collective Agreement


18 December 2025 to 17 June 2028


Paul
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Part 1: Coverage/Name of Agreement

1.1 Name of the Agreement

1.1.1 This agreement will be called the Area School Principals' Collective Agreement and referred to hereafter as the "agreement".

1.2 Parties

1.2.1 The parties to this agreement will be:

- (a) The Secretary for Education acting under delegation from the Public Service Commissioner made pursuant to clause 6 of schedule 3 of the Public Service Act 2020 and acting in accordance with section 586 (5) of the Education and Training Act 2020; and
- (b) The New Zealand Post Primary Teachers' Association Te Wehengarua and The New Zealand Educational Institute Te Riu Roa (referred to hereafter as "the Association" and the "Institute" respectively).

1.3 Coverage

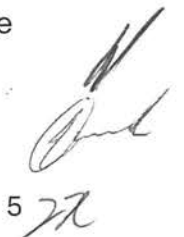
1.3.1 This agreement covers Principals employed in Area Schools as defined in 1.8.1(b).

1.3.2 This agreement will be binding on:

- (a) All employees who come within the coverage clause and who are at the commencement of the agreement or who become during the term of the agreement, members of the Institute or the Association.
- (b) Pursuant to section 586(6) of the Education and Training Act 2022, the employers of those employees.

1.4 Employees and Employers Bound Subsequent to Settlement

1.4.1 New employees whose work falls within the coverage clause of this agreement will, in accordance with the Employment Relations Act 2000, be advised of the existence of this collective agreement and be offered the opportunity to join the Association or the Institute and thereby become bound by this agreement.



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1.4.2 Employees who join the Institute or the Association during the currency of this agreement will become bound by this agreement from the date on which they joined.

1.4.3 The parties agree that this agreement will become binding on any new School Board which employs a Principal to whom clause 1.3.1 applies.

1.5 Term of Agreement

1.5.1 This agreement will come into force on 18 December 2025 and will expire on 17 June 2028, except as provided for by section 53 of the Employment Relations Act 2000.

1.6 Variations

1.6.1 The parties agree that the terms and conditions of this agreement may be varied at any time by written agreement between the Secretary for Education, under delegation from the Public Service Commissioner made pursuant to clause 6 of schedule 3 of the Public Service Act 2020, and the Association and the Institute.

1.7 Certificated Teachers

1.7.1 This agreement will apply only to Principals who are certificated teachers.

1.8 Definitions

1.8.1 The following definitions apply unless the agreement otherwise specifies:

(a) "Advertised" means advertised nationally.

(b) (i) Until 27 January 2026, "Area School" means a composite school listed in Appendix 1 of this agreement.

(ii) From 28 January 2026, "Area School" means a composite school as defined in the Education and Training Act 2020 other than-

(i) specialist schools, including specialist residential schools and regional health schools,

(ii) year 7 to 10 schools,

(iii) year 7-13 schools, and

(iv) Te Aho o Te Kura Pounamu.



Note: Without limiting the operation of subclause (b) above, the parties note that from 28 January 2026, coverage of this Agreement will be extended to composite schools listed in Appendix 2. To avoid doubt, this note does not indicate either party having accepted a particular view as to the coverage of Appendix 1 or Appendix 2 schools prior to [date of ratification].

- (c) "Association", means the Post Primary Teachers' Association and "Institute" means the New Zealand Educational Institute. "Unions" means both the Association and the Institute.
- (d) "Converted School" has the same meaning as in cl. 114 of Schedule 1 of the Education and Training Act 2020.
- (e) "Employer" will mean a School Board or where a Commissioner has been appointed under the Education and Training Act 2020 to act in place of the School Board, the Commissioner.

Note: *In relation to a dispute about the interpretation, application or operation of this agreement, the employer will act, if the Public Service Commissioner and/or the Secretary for Education acting under delegation so requires, together or in consultation with the Public Service Commissioner and/or the Secretary for Education.*

- (f) "Employee" means a Principal who is, or becomes or is seeking to become bound by this agreement under clauses 1.3 or 1.4.
- (g) "Principal" will mean an area school teacher who has been fully certificated or provisionally certificated or certificated subject to confirmation by the Teaching Council of Aotearoa New Zealand (Teaching Council) and who has been appointed to the position of Principal of an area school.
- (h) "Secondment" will mean a period where a Principal takes agreed leave with or without pay from their employer, in order to undertake fixed term employment as a principal in another school or with a specified education sector agency.
- (i) "Specified Education Sector Agency" means Te Mahau, Te Tāhuhu o te Mātauranga (the Ministry of Education), ERO, NZQA, and NZCER and the Teaching Council.



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- (j) “Transferred Employee” means any employee who was transferred from employment in a state or state integrated school to employment in a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020.

1.9 Declaration Pursuant to Act

- 1.9.1 Pursuant to section 595 of the Education and Training Act 2020, the terms and conditions contained in this agreement are declared actual terms and conditions, provided that concurrence may be given from time to time by the Secretary for Education under authority delegated from the Public Service Commissioner, to additional terms and conditions, where such terms and conditions are not inconsistent with the terms and conditions contained in this agreement, and/or to the salary rates or allowances being treated as minimum rates where there is agreement to this between the employer and any of its employees.

Note: *Where an individual employee had such a concurrence issued by the Public Service Commissioner or the Secretary for Education on the coming into force of this agreement, that concurrence is rescinded and the employee’s Board will need to reapply to the Secretary for Education. Further information on concurrences can be found on the Ministry of Education | Te Tāhuhu o te Mātauranga website.*

Part 2: General Provisions

2.1 Responsibilities of the Board

- 2.1.1 The Board will act as a good employer in all its dealings with the Principal. For the purposes of this agreement a good employer is an employer who treats employees fairly and properly in all aspects of their employment.
- 2.1.2 The Board will take all reasonable steps to ensure that the Principal is provided with adequate resources to fulfil the responsibilities and duties required of the Principal under this agreement.

2.2 Responsibilities of the Principal

- 2.2.1 During the currency of this agreement the Principal will honestly and diligently carry out the duties and responsibilities as set out in:
- (a) Job description; and
 - (b) Any formal communication of its expectations the Board may make to the Principal from time to time, for example envisaged by clause 2.7.1 of this agreement.
- 2.2.2 The Principal will at all times maintain a professional standard of conduct and performance in all matters relating to the services and operation of the Board and will not, during the term of this agreement or at any time thereafter, except so far as may be necessary for the proper performance of the Principal's duties and responsibilities, or as may be required by law:
- (a) Disclose to any person any official information that has come to the Principal's knowledge in the course of the performance of this agreement;
 - (b) Use or attempt to use any such official information for the Principal's own personal benefit, or for the benefit of any other person or organisation, or in any manner whatsoever, other than in accordance with the Principal's duties and consistent with the obligation of honesty expected of a person in the Principal's position.

2.2.3 Upon the termination of employment the Principal will deliver to the Board any official information, and any other property of the School, the Board or the Crown which may be in the Principal's possession or under the Principal's control.

2.3 Good Employer/Equal Employment Opportunities

2.3.1 Attention is drawn to the section 597 of the Education and Training Act 2020 which outlines the responsibilities of the employer with regard to the operation of a personnel policy that complies with the principles of being a good employer and the equal employment opportunity responsibilities of the employer.

2.4 Appointments

2.4.1 All appointments to advertised positions will be permanent unless there are genuine reasons on reasonable grounds for appointing for a fixed term i.e. a long-term reliever.

2.4.2 All permanent and long-term relieving positions must be advertised nationally.

2.5 Hours of Work

2.5.1 The Principal will work the reasonable and necessary hours required to carry out the duties and responsibilities under this agreement. This may necessitate the Principal working more than 40 hours per week.

2.5.2 A Principal required by their employer to work on a Public Holiday (as listed in section 44 of the Holidays Act 2003) will be paid time and a half rates as per section 50 of the Act.

2.6 Health and Safety

2.6.1 The parties recognise the importance of ensuring good and safe working conditions through Health and Safety in the workplace and that it is a mutual obligation of the employer and employees to achieve this through a participative approach.


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- 2.6.2 To this end, the employers and employees attention is drawn to the Health and Safety at Work Act 2015. This and other legislation, relevant codes of practice and guidelines are the reference points for gaining a common understanding of what those obligations are, what will assist in meeting those mutual obligations and also in promoting best practice.
- 2.6.3 Where a Principal's health and safety is shown to be at risk in the carrying out of their duties the employer will take all reasonable steps as are necessary to remove or minimise the identified risk for the Principal and if appropriate, to do so in consultation with the relevant health and safety authorities.
- 2.6.4 As part of its commitment to health and safety obligations, the school board will consult with the principal on appropriate supports for their wellbeing. This may, for example, include development of a wellbeing plan and regular mechanisms for boards to check in on the wellbeing of the principal and ensure they have appropriate support.

2.7 Working Relationship and Performance Matters

- 2.7.1 Where there is a problem in the working relationship between the Principal and the Board (including individual Board members) that has not been informally resolved and is to the detriment of the school, the Board, in consultation with the Principal, may consider appointing a suitably qualified independent person to mediate or facilitate between the parties and/or undertake an impartial and objective assessment of the concern(s).
- 2.7.2 Both the Board and the Principal retain the right to choose to utilise Part Ten of this agreement to resolve any issues arising from their working relationship.
- 2.7.3 Nothing in this collective agreement will be read to limit a Board's ability to raise performance matters with a Principal if it considers it warranted.

2.8 Secondments

- 2.8.1 Except for the purposes of holiday pay, or where otherwise provided, time spent on secondment to a Specified Education Sector Agency, will be recognised as service within the Education Service.



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2.8.2 Before the commencement of any secondment, a Secondment Agreement will be entered into between the principal, their employing board and the Specified Education Sector Agency to which the principal will be seconded. The Secondment Agreement will detail all the conditions associated with that secondment.

Part 3: Remuneration

3.1 Principals' Remuneration

A Principal's core remuneration will comprise the school roll-based salary component (U grade) specified in clause 3.1.1 and the staffing based salary component (supplementary) specified in clause 3.1.2, the decile payment or Equity Index payment (where applicable) in clause 3.1.3, the Area School Principal's Payment in clause 3.8 and the Area School Principals' Career Structure payment (where applicable) in clause 4.4.

3.1.1 The Principal's salary will be determined in accordance with the grade of the school (i.e. U1-U16):

School roll based salary component (U-grades)

U Grade	Rate effective 2 December 2024	Rate effective from 18 December 2025	Rate effective from 18 December 2026
U1	\$118,003	\$120,953	\$123,493
U2	\$118,003	\$120,953	\$123,493
U3	\$118,003	\$120,953	\$123,493
U4	\$127,249	\$130,430	\$133,169
U5	\$136,495	\$139,907	\$142,845
U6	\$141,781	\$145,326	\$148,377
U7	\$147,284	\$150,966	\$154,136
U8	\$152,789	\$156,609	\$159,898
U9	\$156,531	\$160,444	\$163,814
U10	\$160,273	\$164,280	\$167,730
U11	\$165,733	\$169,876	\$173,444
U12	\$171,195	\$175,475	\$179,160
U13	\$176,300	\$180,708	\$184,502
U14	\$181,407	\$185,942	\$189,847
U15	\$185,876	\$190,523	\$194,524
U16 2401-2600	\$190,347	\$195,106	\$199,203
U17 2601-2800	\$190,347	\$200,106	\$204,203
U18 2801-3000	\$190,347	\$205,106	\$209,203
U19 3001+	\$190,347	\$210,106	\$214,203

3.1.2 Staffing based salary component

In addition to the school roll-based salary specified in clause 3.1.1, the Principal's core remuneration will include the staffing-based salary calculated according to the following formula:

Total teacher staff (TTS)	Formula
≤13	$(\$822 * TTS) + \$3,201$
>13	$(\$162 * TTS) + \$12,231$

The staffing funding component is based on total teacher staffing that includes entitlement, attached and additional staffing, in addition to entitlement staffing transfer, teacher specific time allowances and staffing for attached units under School Boards as determined in the Ministry | Te Tāhuhu staffing notice. It does not include teachers who may be employed above entitlement from a Board's operations funding.

Note 1: *Total Teaching Staff (TTS) will be based upon the higher of the Guaranteed Minimum Formula Staffing (GMFS) notice of the confirmed staffing allocation as on 1 March in the following year, as per the Ministry | Te Tāhuhu staffing notice.*

Note 2: *Any Principal who continues to be eligible for the grandparenting of the previous supplementary grant formula as per the conditions of the promulgated Area Principals IEC1998, will have this formula used to calculate the salary entitlement under clause 3.1.2, according to any conditions relating to that grandparenting applying at that time.*

3.1.3 Equity Index Payment

The decile payment will cease and principals in schools with an Equity Index number of 478 to 569 will be paid an Equity Index payment in addition to base salary as specified in clauses 3.1.1 and 3.1.2 above . The Equity Index payment for each principal will be calculated by multiplying the Equity Index number of their school by nine, with the calculation to be undertaken annually.



Where a principal's remuneration is reduced either:

- (a) in the translation from the previous decile-based payment to the Equity Index payment, or;
- (b) because the annual Equity Index review process results in their school falling below the Equity Index number of 478 that entitles them to an Equity Index payment –

Then their salary will be protected for a 24-month period from the point of change.

3.2 Definition of Roll

3.2.1 For the purposes of determining a Principal's U grade as per clauses 3.1.1 and 3.1.3 "roll" will mean the greater of the GMFS roll or the 1 March roll of the following year, as determined by the relevant Staffing Order in Council, except that students who are included in the Ongoing Resourcing Scheme (at 1 July for the September school roll purposes) will be counted on the following basis:

- (a) Students classified as "very high" under the Ongoing Resourcing Scheme will be counted as six instead of one;
- (b) Students classified as "high" under the Ongoing Resourcing Scheme will be counted as three instead of one.

3.3 Expenses

3.3.1 The Principal will be entitled to reimbursement of the actual and reasonable expenses incurred by the Principal in the proper performance of the Principal's duties under this agreement in accordance with the reimbursement provisions applying to teachers in the school, or as may be approved by the Board. Reimbursement will be made out of the school's operational funds.

3.3.2 The remuneration received by the Principal pursuant to this agreement will be deemed to compensate fully the Principal for all time worked and duties performed under this agreement.

3.3.3 Nothing in this agreement will affect the Principal's entitlement to continue making contributions to the Government Superannuation Fund and to receive all benefits that the Principal may be entitled to under the Government Superannuation Fund Act.

3.4 Changes to U Grade and Decile or Equity Index Funding

3.4.1 Where the salary rate of a Principal (as specified in clause 3.1.1) changes as a result of a drop in the U grade of the position (determined by the greater of the GFMS roll or the confirmed 1 March roll of the following year) and the Principal's existing school roll based salary component exceeds the rate for the new grade, the following will apply:

- (a) The amount of the Principal's U grade payment above the rate for the new grade will be protected for a period of 24 months from the beginning of the school year inclusive of the school year that the new U grade is confirmed in the 1 March roll;
- (b) After the 24 month period of salary protection of the U grade payment, the Principal will be paid no more than the rate for the new grade;
- (c) Salary protection under this clause will lapse if the Principal accepts an alternative position.

***Note:** For clarity, salary protection in clause 3.4.1 includes the salary component according to the U grade but does not include the salary component generated by staffing in clause 3.1.2.*

3.4.2 Where the U grade of the Principal's position increases, (as determined by the greater of the provisional staffing roll or the confirmed 1 March roll of the following year), the Principal will move to the new U grade rate from the beginning of the new school year in which the 1 March roll is determined.

3.4.3

- (a) In the event of a change in the school's decile or equity index rating the change in salary (as specified in clause 3.1.3) will be effective from the beginning of the school year following the announcement of the decile or equity index change.



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

- (b) Where the change to the decile or equity index would reduce the salary of the Principal, the existing decile or equity index funding component of the salary, as covered in clause 3.1.3 will be protected for a period of 24 months from the beginning of the school year following the announcement of the decile or equity index change.
- (c) In the event that the decile or equity index component of the Principals' current remuneration structure is removed the exiting rate will be protected for a period of 24 months from the first day the change takes effect.

3.5 Māori Immersion Teaching Allowance (MITA)

- 3.5.1 The purpose of this allowance is to give practical recognition to te reo Māori as a taonga to be actively protected under te Tiriti o Waitangi and to recognise the special and valued skills and knowledge Kaiako and tumuaki must have to teach the curriculum in te reo Māori.
- 3.5.2 A full-time principal required to teach in te Reo Māori immersion classes at the level and teaching time described in clause 3.5.3 is eligible for the allowance if they have the language proficiency necessary to teach the curriculum in te reo Māori for the period required by the language immersion level in which they are engaged.
- 3.5.3 All principals who teach te reo Māori immersion classes at levels one, two or three for at least six timetabled hours per week, will receive the allowance that relates to the highest language Level in which they are teaching and their years of service (including as a transferred employee) at that level as provided for in the table below.



- 3.5.4 Each allowance provided for in clause 3.5.3 will be pro-rated for part-time principals who are required to teach in te reo Māori (based on the total hours taught in te Reo Māori by the part-time principal).
- 3.5.5 A principal required to teach in te Reo Māori can only receive one allowance i.e., they cannot receive a Level 1, a Level 2, and/or a Level 3 allowance concurrently. The employer will advise when a change of circumstances alters the allowance a teaching tumuaki | principal is eligible to receive.
- 3.5.6 Service for the payment of the Level 2 allowance will include any periods of teaching service in Māori immersion Level 1 or Level 2 including as a transferred employee. Service for the payment at Level 1 will include any teaching service (including as a transferred employee) at Level 1 Māori immersion only.

Note: For the purpose of this clause, periods of teaching service are not required to be consecutive

3.6 Area Schools High Priority Principals' Allowance

- 3.6.1 The Area Schools High Priority Principals Allowance (ASHPPA) provisions below will apply to Principals employed in those area schools identified by the Ministry of Education | Te Tāhuhu o te Mātauranga as requiring additional support for recruitment and retention. The schools identified by the Ministry | Te Tāhuhu are those set out in separate advice and may be changed by the Ministry | Te Tāhuhu as needs change, no more than annually, after consultation with the unions.
- 3.6.2 Full-time fully certificated teachers employed as Principal on a permanent or long- term relieving basis of two consecutive terms or more will be entitled to receive the allowance of \$3,000 per annum.
- 3.6.3 Full-time teachers employed as Principal on a permanent or long-term relieving basis of two consecutive terms or more who are provisionally certificated or certificated subject to confirmation will be entitled to receive the allowance of \$2,000 per annum.

3.6.4 Principals moving to a school which has been designated as ASHPPA status are entitled to either transfer and removal provisions as provided for in Schedule C, or the National Relocation Grant. On completion of a minimum of three years' continuous service in one or more ASHPPA schools a Principal will have access to the transfer and removal provisions of this Agreement when moving from this category of school to another Principal position in a state or integrated school.

3.6.5 In the event that a school is removed from the ASHPPA coverage, a Principal who was in receipt of the ASHPPA immediately prior to that change, will continue to receive the allowance until the end of the school year. Principals who are so affected will retain their entitlement to the transfer and removal provisions of this Agreement for a further three years.

3.6.6 A principal in receipt of the Principal Recruitment Allowance is not entitled to receive the Area Schools High Priority Principals Allowance at the same time.

3.7 Retirement Savings

3.7.1 Principals are eligible to join Kiwisaver schemes in accordance with the terms of those schemes.

3.7.2 Employer or government contributions to retirement or superannuation schemes which are closed to new members (and include the Teachers' Retirement Savings Scheme and the Government Superannuation Fund), will continue in accordance with the terms of those schemes.

3.7.3 A Principal is not eligible to receive employer or government contributions to a Kiwisaver scheme where government or employer contributions are made to another retirement or superannuation scheme of which that Principal is a member.

3.8 Area School Principals' Payment

3.8.1 Each Area School Principal will receive an additional annual Area School Principals' Payment, paid fortnightly, comprising two components:

(a) A base rate, as below:

U-grade	Base Rates	Rates effective from 28 January 2026	Rates effective from 28 January 2027
U1	\$8,500	\$9,500	\$10,000
U2, U3, U4, U5, U6	\$11,500	\$12,500	\$13,000
U7, U8, U9	\$13,500	\$14,500	\$15,000
U10, U11, U12, U13	\$15,000	\$16,000	\$16,500
U14, U15, U16, U17, U18, U19	\$16,000	\$17,000	\$17,500

(b) A per Full-Time Teacher Equivalent (FTTE) rate of \$47.75

3.8.2 This payment is acknowledgement of the complex role of the Area School Principal as educational and professional leader across all years of the curriculum.

Note: The FTTE payment is based on the provisional entitlement staffing (GMFS) minus one.

3.9 Allowance for Community of Learning | Kāhui Ako | Kāhui Ako Leadership Role and the Recognition of Other Leadership Responsibilities

3.9.1 Each Community of Learning | Kāhui Ako will be entitled to recruit a Community of Learning | Kāhui Ako Leadership role ("the role") from within the Community of Learning | Kāhui Ako, and be entitled to allocate an allowance to the Principal undertaking that role.

3.9.2 The following are two (2) approved arrangements for the appointment of an area school principal to a Community of Learning | Kāhui Ako Leadership role within a Community of Learning | Kāhui Ako that has an area school(s):

(a) One Principal appointed to the Community of Learning | Kāhui Ako Leadership role who is paid an allowance of \$30,000 per annum; or



- (b)
- (i) one Principal appointed to the Community of Learning | Kāhui Ako Leadership role who is paid an allowance of \$25,000 per annum; and
 - (ii) up to two Principals appointed to undertake other leadership responsibilities, defined in substance and time by the Community of Learning | Kāhui Ako's shared achievement plan, who are each entitled to receive an allowance of \$2,500 per annum. A Principal will be selected on the basis of their ability to provide the specific expertise required.

Note: *That in both arrangements this is in addition to other remuneration, including career structure payments.*

- 3.9.3 Each appointment to the Community of Learning | Kāhui Ako Leadership role is subject to an agreed selection process and criteria (affirmed by an external professional adviser).
- 3.9.4 The allocation of other leadership responsibilities to a Principal (or Principals) is defined in substance and time by the Community of Learning | Kāhui Ako's shared achievement plan.
- 3.9.5 The period of the appointment for the Community of Learning | Kāhui Ako Leadership role or for Principal(s) allocated other leadership responsibilities will be determined by the Community of Learning | Kāhui Ako according to its shared achievement plan, subject to the agreement of the Principal to be appointed and their employing Board. The period of the appointment will be for a fixed period of up to two (2) years, subject to clauses 3.9.6, 3.9.8, 3.9.10 and 3.9.11 below.
- 3.9.6 The appointment of a Principal to the role outlined in clause 3.9.1 may be renewed by the employing Board for a maximum of one (1) further period of up to two (2) years, subject to clauses 3.9.8, 3.9.10 and 3.9.11 below, the agreement of the Principal and employing Board, and any conditions set by the Secretary under clause 3.9.7 below.

- 3.9.7 Where a Community of Learning | Kāhui Ako is unable to make an appointment to the Community of Learning | Kāhui Ako Leadership role from the existing Principals from within the Community of Learning | Kāhui Ako, the Secretary for Education may agree to alternative appointment arrangements other than those arrangements outlined in clause 3.9.2 above. This may result in alternative arrangements for the payment of the allowance(s) outlined in clause 3.9.2 above and for the provision of the time allowance outlined in 3.9.9 below. This approval may be subject to conditions.
- 3.9.8 Where an acting appointment to the Community of Learning | Kāhui Ako Leadership role becomes necessary, the allowance, or part thereof as appropriate, will be payable to the appointee(s) undertaking that acting role.
- 3.9.9 The employing Board will receive a 0.4 FTTE time allowance for the period of the appointment to enable the functions of the Community of Learning | Kāhui Ako Leadership role to be fulfilled. For clarity, this does not apply in respect of Principals allocated other leadership responsibilities.
- 3.9.10 The allowance for the Community of Learning | Kāhui Ako Leadership role or for Principals allocated other leadership responsibilities may be suspended by the employing Board where the Principal is undergoing competency processes as outlined in clause 6.5 and/or disciplinary processes as outlined in clause 6.2.
- 3.9.11 The allowance for the Community of Learning | Kāhui Ako Leadership role or for Principal(s) allocated other leadership responsibilities will cease to be payable in the following circumstances:
- (a) where the Principal ceases to be employed as a Principal at that school; or
 - (b) where, with the agreement of the employing Board, in consultation with the Community of Learning | Kāhui Ako, the Principal voluntarily relinquishes the role; or
 - (c) where the fixed period of the allowance ends, regardless of whether the Principal remains employed at the school; or

- (d) where the Board becomes ineligible to make the allowance available, (in such circumstances the Principal will be provided with three months' notice, except where there is a lesser period due to the expiry of the fixed term).

3.10 Principal Recruitment Allowance

- 3.10.1 The Secretary for Education may grant approval to a Board to pay its Principal an allowance of \$50,000 per annum for a fixed period of up to three years subject to clauses 3.10.2 to 3.10.5 below.
- 3.10.2 The approval is subject to any conditions determined by the Secretary.
- 3.10.3 The allowance may be renewed by the Board subject to the prior approval of the Secretary, for a maximum of two (2) further periods of up to two (2) years each.
- 3.10.4 The allowance may be suspended by the employing Board while the Principal is undergoing competency processes, or disciplinary processes (or both) as outlined in clause 6.5 and/or 6.2 respectively.
- 3.10.5 The allowance will cease to be payable in the following circumstances:
 - (a) Where the Principal ceases to be employed as a Principal at that school; or
 - (b) When the fixed period of the allowance ends, regardless of whether the Principal remains employed at that school.

3.11 Pacific Bilingual Immersion Teaching Allowance (PBITA)

- 3.11.1 The purpose of this allowance is to recognise the additional skills teachers must have to deliver teaching and learning through a Pacific language in a Pacific bilingual or immersion context in a school or kura.
- 3.11.2 A principal is eligible for an allowance described in 3.11.3 if they meet the minimum teaching time requirements in that clause and if they have the language proficiency necessary to teach the curriculum in a Pacific language for the period required by the Pacific bilingual or language immersion level in which they are engaged.

3.11.3 From 28 January 2024, all eligible principals teaching in a Pacific language in a Pacific bilingual or immersion unit/programme/class (as defined by the Ministry in School Roll Return Guidelines) will receive the allowance that relates to the highest language Level in which they are teaching and their years of service (including as a transferred employee) teaching in a bilingual or immersion setting as provided for in the table 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

3.11.4 A principal can only receive one allowance i.e., they cannot receive a Level 1 and Level 2 allowance concurrently. The employer will advise when a change of circumstances alters the allowance a principal is eligible to receive.

3.11.5 Service for the payment of the Level 2 allowance will include any teaching service (including as a transferred employee) at Pacific or bilingual immersion Level 1 or Level 2. Service for the payment at Level 1 will include any teaching service (including as a transferred employee) at Pacific or bilingual immersion Level 1 only.

Note: for the purpose of this clause, periods of teaching service are not required to be consecutive.

3.12 Cultural Leadership Allowance for Bilingual Settings

3.12.1 Tumuaki | principals who lead schools and kura which offer Level 1 or Level 2 te reo Māori or Pacific language immersion programmes (as defined by the Ministry in School Roll Return Guidelines) are entitled to an allowance of \$5,000 per annum.

3.13 Principal Mentor Allowance

- (a) Where an Employer is advised by the Ministry of Education that the principal has been selected to act as a mentor in a national mentoring programme approved by the Ministry of Education, the principal will be entitled to a Principal Mentor Allowance while they are acting as a mentor, in accordance with clauses 3.13 (b) - (e).
- (b) The mentoring allowance is \$5,000 per annum.
- (c) The mentoring allowance will be paid fortnightly with the principal's salary, including during periods of paid leave.
- (d) The principal's participation as a mentor will be managed in accordance with the programme and is conditional on the continued consent of the Employer. The Employer will be advised through this programme when to provide written notice to the principal of when the mentoring role will start and end.
- (e) The Employer or the principal may end the principal's participation as a mentor with one term's written notice.

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Part 4: Professional Leadership and Growth

4.1 Professional Growth Cycle

4.1.1 The principal will participate in an annual Professional Growth Cycle and be issued with an annual statement as set out in the Elements for the Professional Growth Cycle for Principals, Tumuaki and ECE Professional Leaders agreed by the profession: <https://teachingcouncil.nz/professional-practice/professional-growth-cycle/>.

4.2 Clarification of Relationship Between Professional Growth Cycle and Performance Processes

4.2.1 The Professional Growth Cycle is different to, and will be kept separate from, any processes relating to the principal's performance.

4.3 Area School Principals' Career Payment

- (a) This clause outlines a career progression for Area School Principals who meet the professional criteria as affirmed by their Board and the service criteria. Payments made under this clause are to encourage and recognise individual professional growth, leadership and contribution of an Area Principal.
- (b) Provided that the Principal has completed a Professional Growth Cycle and been provided with an annual statement as in clause 4.1 within the last 12 months, Principals covered by this collective agreement will be entitled to a career allowance based on clauses 4.3(c)-(j) and the following service and professional criteria:

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Stage	Service criteria	Professional criteria
1 – Beginning Principalship	<ul style="list-style-type: none"> Minimum of 3 years continuous service as a Principal in a New Zealand State or State Integrated Area School or as a transferred employee including any periods of Secondment to a specified Education Sector Agency. 	<ul style="list-style-type: none"> Completion of the First Time Principals' Programme (or similar) Participation in a professional learning and development plan which may involve (but is not limited to) mentoring, professional supervision, study or a professional learning and development project in a Professional Growth Cycle.
2 – Experienced Principal	<ul style="list-style-type: none"> Minimum of 6 years continuous service as a Principal in a New Zealand State or State Integrated Area School or as a transferred employee, including any periods of secondment to a specified Education Sector Agency. 	<ul style="list-style-type: none"> Completing Professional Growth Cycles and providing summary statements (as in clause 4.1) Participation in a professional learning and development plan that demonstrates professional growth, including pedagogical leadership. This could be through further tertiary study/qualifications, a sabbatical project or professional learning project in own school context. Grow and distribute leadership within their school. Engage in active collaboration with colleagues across learning communities. Plays an ongoing role in developing leadership talent in their school
3 – Leading Principal	<ul style="list-style-type: none"> Minimum of 9 years continuous service as a Principal in a New Zealand State or State Integrated Area School or as a transferred employee, including any periods of secondment to a specified Education Sector Agency. 	<ul style="list-style-type: none"> Meeting the requirements of the experienced Principal (as above) Contribution to or leadership of a learning or professional community that contributes to the wider education sector. <u>Grow and distribute leadership within their school.</u> <u>Engage in active collaboration with colleagues across learning communities.</u> <u>Plays an ongoing role in developing leadership talent in their school.</u>

- (c) The School Board is responsible for verifying that the Principal meets the professional criteria (for example check that the Professional Growth Cycle has been successfully completed and check that the annual statement has been provided), after which one of the following career allowances will be made and paid fortnightly. A Principal can only receive one payment under clause 4.3(d) at any one time.
- (d) The career payments for each stage are as follows:

Career Stage	Rate	Rates effective from 28 January 2026
1 – Beginning principalship	\$3,714	\$5,214
2 – Experienced principal	\$7,428	\$8,928
3 – Leading Principal	\$11,143	\$12,643

- (e) For the purposes of this clause, continuous service is not broken by a gap in principalship of up to three years. Service as a Principal in a New Zealand State or State integrated school or as a transferred employee will be included in the calculation of service under the service criteria. A special case may be made by a School Board to the Ministry of Education | Te Tāhuhu o te Mātauranga to have other Principal service included in the calculation of service provided that at the time of applying the Principal has completed at least a year in a New Zealand State or State integrated area school.
- (f) Service will not be counted for periods of time spent:
- (i) on leave without pay, other than when on secondment to a specified Education Sector Agency;
 - (ii) on secondment (other than as a Principal in another school or to a specified Education Sector Agency);
 - (iii) as supernumerary in a teaching role;

- (iv) as a relief or acting Principal (except where the acting or relief Principal moves directly to a substantive Principal role).
- (g) Recognition of service as a transferred employee at a converted school is conditional on the employee providing records from the converted school which show the employee's length of service, how much leave without pay has been taken, and any other information necessary to determine the length of service under clauses 4.4.1(e) and (f)
- (h) When there is a break of more than three years' service before reappointment as an Area School Principal, previous experience as a Principal will be credited as one half year of service for each complete year of Principalship (that would otherwise be eligible as service for this allowance), allowing the Principal the possibility of moving directly to any of the three career stages providing they meet the relevant professional criteria, provided that:
 - (i) at the time of eligibility they have completed one year in their current position;
 - (ii) that while they were on the break for three years or more the Principal consistently maintained their teacher certification;

Where the Principal does not meet these requirements, three years' service must be completed prior to the previous experience as a Principal being credited as one half year of service for each complete year of Principalship (that would otherwise be eligible as service for this allowance).

- (i) Principals who have met the service criteria of stage one (or higher) but have not participated in a First Time Principals' Programme and who are no longer eligible to do so will demonstrate through their professional learning and development plan that they have participated in professional learning activities similar to the First Time Principals' Programme.

- (j) A Principal who is undergoing corrective action pursuant to clauses 6.2 or 6.5 of this agreement will not receive the career allowance from the commencement of the procedure until such time as the corrective action has successfully been completed at which time the career allowance recommences.
- (k) To maintain eligibility for the career allowance, every three years the Principal's School Board must verify that the Principal has completed a Professional Growth Cycle within the previous 12 months (consistent with clause 4.1).

4.4 First Time Principals

- 4.4.1 First time Principals employed in a U1 to U2 grade area school will receive 10 days development release time over an 18 month period to be used for professional learning opportunities designed to improve their management and professional learning leadership capability.

4.5 NCEA Change Implementation Allowance

- 4.5.1 In recognition of the additional leadership, coordination, and implementation responsibilities arising from the introduction of the revised NCEA and associated changes during the term of the agreement, an NCEA Change Implementation allowance as set out in clause 4.5.2 shall be payable to the principal.
- 4.5.2 The NCEA Change Implementation allowance is \$6,000 per annum, payable fortnightly from the period from 18 December 2025 to 17 June 2028 inclusive.
- 4.5.3 A principal is not entitled to payment of the relevant allowance under clause 4.5.2 while on leave without pay.

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Part 5: Leave

5.1 Leave Entitlement

5.1.1 Subject to clause 5.1.2 the Principal will be entitled to annual leave during the periods when the school is officially closed for instruction.

5.1.2 During any period when the school is closed for instruction the Board may require the Principal, either generally or in respect of any specific matter, to:

- (a) Undertake duties or responsibilities required during that period for the proper management of the school; or
- (b) Attend at the school or elsewhere for other purposes connected with the Principal's employment.

The Board will however endeavour to arrange matters at the school in such a way that any requirement that the Principal undertake duties or attend at the school when the school is officially closed for instruction is not unreasonable.

5.2 Sick Leave

- (a) A principal is entitled to sick leave on pay on account of sickness or injury as follows:

	Entitlement	Aggregated sick leave entitlement
Upon first appointment to a teaching position in a state or state integrated school	20 days	20 days
6 months service	10 days	30 days
12 months service	10 days	40 days
18 months service	10 days	50 days
24 months service	10 days	60 days
30 months service	10 days	70 days
Each subsequent 12 months of completed continuous service	10 days	+10 days

- (b) The amount of sick leave available will be the principal's aggregated sick leave entitlement as set out in the table above, less the total amount of paid sick leave the principal has taken during their aggregate teaching service to date.
- (c) For the purposes of sick leave, "aggregate teaching service" is the aggregate of:
 - (i) all full and part-time employment as a teacher or principal in any state or state-integrated school; plus
 - (ii) any employment recognised under clause 5.2.1 below; plus
- (d) all short-term relief worked in any state or state-integrated school on the basis that every 190 days or 950 hours equals one year of employment.
- (e) The amount of sick leave available to a principal returning to work covered by this collective agreement following a break in service will be the balance that applied on their last day of employment plus any additional entitlement that may be credited under clause 5.2.1(a) below. Any part-year employment completed prior to the break in service will be counted towards the timing of their next entitlement after return to service. Further entitlements will be granted when the principal reaches the next entitlement threshold as outlined in clause 5.2(a) above.

5.2.2 Recognition of additional employment for sick leave purposes

- (a) Upon first appointment to a principal position in a state or state integrated school, or following a break in employment, the following employment outside of teaching service in state or state-integrated schools will be recognised for sick leave purposes:

- (i) Employment as a teacher or principal in a New Zealand free kindergarten association, university, or polytechnic and/or employment as a teacher or principal in Fiji, Cook Islands, Tonga, Western Samoa or Niue registered schools. For this purpose, permanent part-time employment and non-permanent employment that consists of employment for 20 hours or more per week will be recognised as full-time employment under this Agreement. Non-permanent part-time employment of less than 20 hours per week will be credited as follows:
- 80 hours are recognised as the equivalent of one month of employment under this Agreement, and
 - 1000 hours are recognised as the equivalent of one year of employment under this Agreement.
- (ii) Employment in the New Zealand Public Service and/or Armed Forces may be credited on such terms as the Secretary for Education may agree.
- (iii) Periods of secondment to a Specified Education Sector Agency on a full-time or part-time basis, where that consists of employment with the Specified Education Sector Agency for 20 hours or more per week.
- (b) Any sick leave entitlement credited under clause 5.2(a) will be reduced by the amount of sick leave taken during the applicable periods of employment.
- (c) Employment as a transferred employee will be recognised as service for sick leave purposes.
- (d) Any sick leave taken while employed as a transferred employee at a converted school will be deducted from the employee's sick leave balance.

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- (e) Recognition of service as a transferred employee at a converted school is conditional on the employee providing leave records from the converted school which show the employee's length of service, how many days' sick leave was taken at the converted school, and any other information necessary to determine sick leave entitlements.

5.2.3 Taking sick leave

- (a) A principal who has sick leave entitlement available under clause 5.2a may take sick leave on pay when they are absent because they are sick or injured or where the principal's spouse, partner, or someone dependent on the principal for care is sick or injured.
- (b) The employer may grant paid sick leave in advance from the principal's next annual entitlement i.e., up to 10 days, which will be deducted from their next entitlement.
- (c) Principals will have sick leave deducted from their entitlement above as follows:
 - (i) Sick leave is only deducted on days that the school is open for instruction, and on days which the principal would normally have worked.
 - (ii) Sick leave will not be deducted for an absence that is less than two hours.

5.2.4 Medical Evidence

- (a) While a medical certificate will not normally be required for leave of up to five consecutive calendar days, where it is considered warranted, an employer may require a principal to produce a medical certificate or other evidence of sickness or injury satisfactory to the employer. For sick leave within three consecutive calendar days (whether or not the days would otherwise be working days for the principal) the employer may inform the principal that proof of sickness or injury is required and, if so, the employer will agree to meet the employee's reasonable expenses in obtaining the proof.

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- (b) When more than five consecutive days sick leave is taken, the employer may require the principal to provide a medical certificate from a registered health practitioner. If the principal cannot obtain a medical certificate, other evidence of sickness or injury satisfactory to the employer may be provided.
- (c) When a period of sick leave exceeds 14 days the employer may require the principal to:
 - (i) provide a medical certificate from a registered health practitioner stating the expected date the principal will be able to return to work. The employer may require the principal to provide further medical certificates should the sick leave continue beyond the expected date of return stated in this or subsequent medical certificates.
 - (ii) obtain a second medical opinion from an independent registered health practitioner nominated by the employer and agreed to by the principal provided that such agreement will not be unreasonably withheld. The cost of a second medical opinion will be met by the employer.

5.2.5 Principals temporarily working reduced hours on account of sickness

- (a) The employer may allow, at its discretion, a principal who has been on sick leave to return to duty on a reduced hours basis, usually for a period of no more than six weeks, if:
 - (i) the principal's doctor recommends and provides a medical clearance for the return to work, and
 - (ii) there would be no staffing or timetabling problems for the school.
- (b) The daily hours not worked each week will be aggregated and debited against sick leave on the basis of a five-hour day. For example, where a full-time principal is present for:
 - (i) 20 timetabled hours in one week = 5 hours absent = 1 day sick leave debited

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- (ii) 17.5 timetabled hours in one week = 7.5 hours absent = 1.5 days sick leave debited
- (iii) Whole days or half-days of absence are to be debited as whole or half- day
- (c) Nothing in this clause will be read as a limitation on the rights and obligations on employees and employers under Parts 6AA and 6AB of the Employment Relations Act (which deal with flexible working arrangements).

5.2.6 Absences due to an injury or accident covered by the Accident Compensation Corporation

- (a) When the absence is on account of injury by accident and earnings related compensation is payable to the Principal, normal pay is to continue and the Secretary for Education is to obtain reimbursement of earnings related compensation from the Accident Compensation Corporation in accordance with the usual procedures.
- (b) If the accident was work related there is no debit against sick leave entitlement. However, if the accident was non-work related, the sick leave entitlement is debited to the extent to which the salary payable for time actually worked plus the earnings related compensation is made up to give normal full salary (provided the Principal has a sick leave entitlement available).

5.2.7 Disregarded sick leave

- (a) Subject to (e) below, disregarded sick leave not exceeding an overall aggregate of two years will be granted by the Secretary for Education where in the opinion of the Secretary one of the following conditions has been met:
 - (i) The sickness can be traced directly to the conditions or circumstances under which the Principal is working; or
 - (ii) The injury occurred in the discharge of the Principal's duties through no fault of the Principal and where no payment has been made by the Accident Compensation Corporation; or

- (iii) The Principal has contracted a notifiable disease listed in Part 1 of Schedule 1 of the Health Act 1956, and the Principal is either:
- complying with a written request or direction from a Medical Officer of Health under the Health Act 1956 to refrain from attending school for a specified period, or
 - is otherwise required by a relevant Public Health Order to refrain from attending schools for a specified period
- (iv) The Principal has contracted hepatitis or tuberculosis, where the period of disregarded sick leave is the time that the Principal's treating registered medical practitioner decides is necessary for the Principal to remain away from school; or
- (v) The absence was due to war injury or service.
- (b) Where sick leave has been deducted for any period granted as disregarded sick leave under clause 5.2.6(a)(i) to 5.2.6(a)(v) above, the sick leave will be reinstated.
- (c) Disregarded sick leave is additional to any period of absence on account of sickness or injury to which the Principal is entitled with full salary in accordance with the scale set out in clause 5.2(a) above.
- (d) Fixed term or relieving Principals will only be granted disregarded sick leave, as provided for in clause 5.2.6(a) above, where they have been in continuous employment before the date of application.
- (e) Disregarded sick leave will not be granted by the Secretary for Education:
- (i) Where the raising of a personal grievance/complaint against the employer has substantially caused a stress-related or non-physical illness
- (ii) Where the employee being subject to a disciplinary or performance management process has substantially caused the sickness.

- (iii) Where the employer has agreed to support an application for disregarded sick leave as part of settlement of an employment relationship problem or a negotiated exit from employment.
 - (iv) Where payment has been made by the Accident Compensation Corporation.
- (f) For the avoidance of doubt:
- (i) Where an employee qualifies for disregarded sick leave, that qualification is not lost by subsequent raising or pursuit of a personal grievance/complaint, nor by the employer's subsequent initiation of a performance management process.
 - (ii) If a personal grievance/complaint is raised as the result of the employer's handling of an employee's request for disregarded sick leave, this does not disqualify the employee from being granted disregarded sick leave.
 - (iii) illnesses (including those that are stress-related) that are not barred by (e) above can confer eligibility for disregarded sick leave.

5.2.8 Holiday pay deductions

- (a) Holiday pay is not reduced for periods of sick leave with pay.
- (b) When Principals have used their current sick leave entitlement holiday pay may be reduced for periods of sick leave without pay on the following conditions:
 - (i) no deduction is to be made from the holiday pay of Principals for periods of sick leave without pay for periods not exceeding 90 calendar days in any one school year.
 - (ii) where the total amount of sick/accident leave without pay is in excess of 90 calendar days the deduction is based on the period subsequent to the initial 90 calendar days. The initial 90 calendar days are unaffected.

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- (c) Principals with a current sick leave entitlement who apply to receive sick leave without pay will have holiday pay reduced in proportion to the unpaid leave taken (as per clause 3.24.3 of the ASTCA) and should be advised of this when notified of the approval of sick leave without pay.

5.3 Other Leave

- 5.3.1 The Principal will be entitled to other leave during this agreement, calculated and taken in accordance with the leave provisions applying to teachers in the School. Except as otherwise provided in this agreement, this will be based on the aggregate of the Principal's previous service in the Education Service and under this agreement, or as a transferred employee, except for periods of secondment to a specified Education Sector Agency.

Note 1: *The maximum refreshment leave to which a Principal in receipt of the allowance for the Community Leadership role is entitled is one school term. Any request for refreshment leave will not be granted unless it has the support of their employing Board which will first consider the needs of the wider Community.*

Note 2: *A Principal in receipt of the Principal Recruitment Allowance is limited to Refreshment Leave of a maximum of one school term. The Principal Recruitment Allowance will not be payable in this period of leave.*

5.4 Previous Service for Leave Entitlements

- 5.4.1 Except as otherwise provided in this agreement, the provisions and policy relating to the crediting of previous service outside the Education Service for leave entitlements and the taking of accumulated leave at the end of service applying to teachers in the school will continue to apply to the Principal for the purposes of calculation of any leave entitlement which the Principal may be entitled to under this agreement.

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5.5 Special Leave

- 5.5.1 Nothing in this agreement will limit the authority of the Board to grant to the Principal such special leave, whether with or without pay, as the Board considers appropriate to enable the Principal to undertake professional development training. The Board will have regard to the need to ensure that the Principal receives training appropriate to the requirements of the position. Before approving any discretionary leave the Board will ensure that the granting of such leave complies with any funding arrangements applying to the School in respect of such leave.

5.6 Paid Sabbatical Leave Scheme

- 5.6.1 A sabbatical leave scheme for Principals will apply according to the following:

- (a) There will be eighteen (18) full-time equivalent sabbaticals awarded annually

***Note:** this may result in sabbatical leave being awarded to more than eighteen, as applicable, Area School Principals during one school year.*

- (b) A full-time equivalent sabbatical will be of ten (10) weeks duration paid at the rate of the Principal's normal pay.
- (c) Principals may apply for ten-week, five-week or three-week sabbaticals; however, ten-week sabbaticals will be allocated first.
- (d) A ten-week sabbatical may, with the Board's approval, be taken in two blocks during one school year. Each block must be whole weeks in duration and the smallest block must be for at least three weeks.

5.6.2 Te Rau Titoki Leave

Te Rau Titioki refers to the Titoki tree that flowers only in the spring. The seed is held on the tree for a year and then falls to the ground to become the Titoki tree. In that year on the tree the Titoki seed grows, matures and everything that is needed to be the Titoki tree is developed.



- (a) At least five (5) of the total full-time equivalent sabbaticals provided for in clause 5.6.1 above will be for the purpose of Te Rau Titoki leave. However the panel may apply discretion on the overall allocation of sabbaticals based on the applications received.
- (b) Principals may apply for up to three (3) sabbaticals to be taken consecutively for the purpose of Te Rau Titoki leave. Te Rau Titoki leave must be taken in one consecutive block and cannot be split as envisaged in clause 5.6.1(d) above.

5.6.3 Entitlement to sabbatical/Te Rau Titoki leave is subject to:

- (a) service of at least five years as a Principal in the state sector or as a transferred employee. Time spent on secondment to a specified Education Sector Agency is not recognised as service for the purposes of this clause;
- (b) application by the Principal which has the support of their school Board; and
- (c) the submission of a proposal of work to be undertaken during the sabbatical leave.

5.6.4 The criteria for the scheme and its operation is developed by the Ministry | Te Tāhuhu, the NZEI Te Riu Roa, the PPTA and the NZSBA. The award of the sabbatical leave, including Te Rau Titoki leave, will be by a panel with representation from the four organisations.

5.6.5 At the time of application for sabbatical leave, excluding Te Rau Titoki leave, a Principal may also apply for the reimbursement of costs associated with the work proposal for the sabbatical to a maximum of \$5,000 and subject to clause 5.7 below. The panel established under clause 5.6.3 will decide whether the reimbursement of costs will be approved, and whether approved in part or full.

5.7 Reimbursement of Costs Associated with Sabbatical Leave

5.7.1 Consideration may be given by the panel established under clause 5.6.4 to the reimbursement of costs, to a maximum of \$5,000, where such costs are clearly associated with the proposal of work for a sabbatical, in accordance with the agreed criteria developed by the parties and NZSBA. The maximum total cost of reimbursements for costs associated with the sabbatical leave scheme in clause 5.6 for any one school year will not exceed \$50,000.

***Note:** Reimbursement of costs is not applicable in respect of sabbaticals that are used for the purpose of Te Rau Titoki leave.*

5.8 Parental Provisions

5.8.1 The Principal is entitled to take parental leave under the Parental Leave and Employment Protection Act 1987 (PLEPA). In addition to the Principal's rights under the PLEPA the following will apply:

- (a) Parental leave may commence at any time during the pregnancy subject to the Principal giving the employer one month's notice in writing, supported by a medical certificate. A shorter period of notice will be accepted on the recommendation of a medical practitioner. The Principal can take up to 12 months' unpaid leave from the date of birth, or in the case of adoption, whangai or Home for Life placement of a child under the age of six years, from the date the Principal or their spouse or partner becomes the primary carer.
- (b) A Principal with 12 months' or more service will be entitled to up to a further 12 months' unpaid leave (bringing the total entitlement to a maximum of 24 months' continuous leave including leave taken prior to the birth of the Principal's child) subject to notifying their employer in writing of their intention to take this leave within 9 months from the date of commencing leave under clause 5.7.1(a).

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- (c) The Principal's position will be held open subject to the school closure provisions of Schedule B of this agreement, for the duration of their parental leave. If a relieving Principal is employed it will be a condition of the relieving appointment that it will be terminated by the employer concerned within one month from the date that the permanent incumbent gives notice of intention to return to work early. A Principal must give their employer at least one month's notice if it is their intention to return to work before their parental leave expires. This provision will not apply in the case of a Principal who has had a miscarriage or a stillborn child. In such cases the Principal may elect to return to work immediately.
- (d) A Principal intending to resign because of pregnancy must be advised of their right to take parental leave.
- (e) If a Principal is granted parental leave, or leave equivalent to parental leave while seconded to a Specified Education Sector Agency, the following provisions will apply:
 - (i) The Principal must give the same notice(s) which would otherwise apply under the PLEPA to the employer, in addition to the Specified Education Sector Agency they are seconded to.
 - (ii) Provided the Principal has met the notice period above, the Principal is entitled to the benefits of clause 5.8.1(b) - (d) inclusive.
- (f) Service as a transferred employee will be recognised for the purposes of eligibility to take parental leave.

Note: *Employment as a long-term reliever covering a Principal on parental leave does not generate an entitlement to permanency in the event that the Principal on leave resigns.*

A Principal who takes parental leave in order to be the primary carer, or resigns due to pregnancy, is entitled to a payment equal to six weeks' salary calculated at the rate applicable in the Principal's last working week prior to commencement of their leave or date of resignation. However, a Principal who works less than full normal hours for a short period only, prior to taking primary carer leave, may have their case for full payment considered by the employer. The payment is not pro-rated if the Principal takes less than six weeks' leave. The grant is payable following production of a birth certificate or suitable evidence of placement.

Primary carer means:

The biological mother of the child, or their spouse or partner, where they take primary responsibility for the care, development, and upbringing of the child during the first six weeks of parental leave.

In the case of adoption, whangai or Home for Life placement, the person who takes permanent primary responsibility for the care development and upbringing of the child.

5.8.3 Sick leave during pregnancy and while on Parental Leave

- (a) Periods of illness due to pregnancy prior to the birth may be charged against the Principal's sick leave entitlement. Normal rules for sick leave with regard to production of a medical certificate apply.
- (b) Once the Principal has commenced parental leave, any day(s) of sickness must be leave without pay and in no circumstances may a Principal have an absence during or following the birth of the child credited against their sick leave entitlement.

5.8.4 Leave to attend partner at birth of their child.

- (a) Permanently appointed Principals will be granted two (2) days' paid leave to attend their partner at the birth of their child.
- (b) Reasonable notice must be provided to the employer before and at the time of the Principal taking leave.



5.9 Family Violence Leave

5.9.1 Family Violence Leave as provided for by the Holidays Act 2003 is in addition to other leave allowances within this collective agreement.

5.10 Unexpected Event Leave

5.10.1 Leave with or without pay may be granted for the following purposes subject to the criteria set out below being met:

- (a) Where a principal is required or directed not to attend school by a Medical Officer of Health under Part 3A of the Health Act 1956 or a Public Health Order and is not eligible for disregarded sick leave and cannot work remotely (up to seven days' leave with pay may be granted).
- (b) Where a principal is unable to attend school because of a natural disaster and cannot work remotely (up to seven days' leave with pay may be granted).

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Part 6: Complaints/Discipline/Competency

6.1 General

- 6.1.1 Many complaints will be able to be resolved by discussion between the Board and the Principal without the need to take the matter any further. Wherever appropriate the Board should seek to resolve complaints in this manner in the first instance.
- 6.1.2 The Board and Principal may by mutual agreement adopt the optional complaint process known as the “Nga Korero me nga tikanga” (discussions in a Māori context) a copy of which is available from the Ministry of Education | Te Tāhuhu o te Mātauranga.

6.2 Discipline

- 6.2.1 Where the Board has reason to believe that the Principal may have been guilty of misconduct the Board will in dealing with the matter apply the following procedures:
- (a) The Principal will be advised of the right to representation at any stage.
 - (b) The Principal will be advised in writing of the specific matter(s) causing concern and be given a reasonable opportunity to provide an explanation. Before making a final decision, the Board may need to make further inquiries in order to be satisfied as to the facts of the specific matter(s) causing concern.
 - (c) Where appropriate the Principal will be advised of any corrective action required to amend the Principal’s conduct and will be given a reasonable opportunity to do so.
 - (d) The process and any disciplinary action are to be recorded and signed by the Principal.
 - (e) Where the disciplinary process results in dismissal the Board will, in cases other than serious misconduct warranting dismissal without notice, be required to give to the Principal no less than two months’ notice.

6.3 Suspension

6.3.1 If the alleged conduct is deemed sufficiently serious the Principal may be either suspended with or without pay or transferred temporarily to other duties subject to the following:

- (a) Other than in exceptional circumstances, the Board will not suspend the Principal without first allowing the Principal a reasonable opportunity to make submissions to the Board about the alleged misconduct and the appropriateness of suspension in all of the circumstances. The Board will take into account any submissions made by the Principal before determining the matter of suspension.
- (b) The Board will use its best endeavours to ensure that the period of suspension is kept to the minimum possible time consistent with ensuring that the allegations of misconduct are properly investigated and that the Principal is treated fairly at all times.
- (c) If the allegation that led to suspension is without substance the Principal will be reinstated effective from the date of suspension.

6.4 Instant Dismissal

6.4.1 Nothing in clauses 6.2 or 6.3 prevents instant dismissal without notice in the case of serious misconduct.

6.5 Competency

6.5.1 Where there are matters of competency which are causing concern in respect of the Principal, (for example failing to meet the appropriate professional standards) the Board will put in place appropriate assistance and personal guidance to assist the Principal, and may seek such appropriate professional advice or medical advice as may be required. When this assistance and guidance has not remedied the situation, the following provisions will govern the action to be taken:

- (a) The Principal will be advised in writing of the specific matter(s) causing concern and of the corrective action required, and the timeframe allowed. This timeframe should be determined by the Board and be relevant to the matters causing concern.



- (b) The process and results of any evaluation are to be recorded in writing and signed by the Principal.
- (c) A copy of any report made by the Board to the Teaching Council on the matter will be given to the Principal.
- (d) No action will be taken on a report until the Principal has had a reasonable time to comment on the report (in writing or orally or both).
- (e) If the above steps (a-d) fail to resolve the matter of concern, the Board may, where justified, dismiss the Principal on two months' notice without the need to follow the provisions of clause 6.2 above.

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Part 7: Termination of Employment for Medical Reasons

7.1 Termination of Employment for Medical Reasons

- 7.1.1 The purpose of this provision is to:
- (a) Provide the opportunity for Principals, currently in service, who are declared medically unfit or who have a terminal illness to retire from teaching with dignity;
 - (b) Give the ability for Boards to recruit a new Principal to the vacant permanent position without delay.
- 7.1.2 'Currently in service' means the Principal is employed in a permanent position at the time the application for medical retirement is made and when concurrence is given by the Secretary for Education. This provision cannot be granted retrospectively.
- 7.1.3 A permanently appointed Principal, currently in service, may be granted medical retirement under this clause in circumstances where the Principal has either a terminal or serious illness which causes them to be incapable of continuing to work or returning to work in the foreseeable future, subject to the provisions of Schedule D.
- 7.1.4 An application for medical retirement may be initiated by either the Principal or the employer. The processes to be followed by the Principal and the employer are specified in Schedule D.
- 7.1.5 In such circumstances, the Principal will provide to the employer evidence of their illness from the Principal's registered medical specialist with a prognosis attesting to the incapacity to work both currently and in the future. Their employer may request a further medical opinion from a registered medical practitioner nominated by the employer and will reimburse the cost where this is requested.
- 7.1.6 Where the majority of medical evidence supports the application for medical retirement, as per the guidelines outlined in Schedule D the employer will seek the concurrence of the Secretary for Education to medically retire the Principal.



7.1.7 Where the majority of medical evidence does not support a claim for medical retirement under this provision the application process will cease.

7.1.8 The notice of termination of employment provisions set out in clause 9.1 do not apply where the Secretary for Education gives concurrence to medical retirement.

Note 1: *In the event that a Principal deceases in service without activating or uplifting the medical retirement provisions outlined in medical retirement terminal illness or medical retirement serious illness, the estate of the Principal will have no claim on the medical retirement provision.*

Note 2: *An employer cannot retrospectively grant any application for medical retirement (when a Principal has ceased to be a permanent employee of the Board, the Board may no longer approve medical retirement).*

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Part 8: Disestablishment

8.1 Disestablishment

- 8.1.1 Where the staffing requirements within the school have been reviewed by the Board (including as a consequence of the school's amalgamation, merger, change of status, and/or closure), and the Principal's position is to be disestablished, no less than three months' notice in writing of this will be given by the Board to the Principal and the provisions of Schedule B will apply.
- 8.1.2 In the situation of a merger or amalgamation of schools, the Principals' positions in all the affected schools, will be disestablished. The new position of Principal in the merged or amalgamated school will be advertised pursuant to the Education and Training Act 2020.

8.2 Employment Protection Provisions

- 8.2.1 'Restructuring' is given the same definition as in section 690I of the ERA 2000 and includes:
- (a) Contracting out; or
 - (b) Selling or transferring the employer's business (or part of it) to another person; but excludes mergers, and school reorganisations as defined in clause 8.1
- 8.2.2 Where work undertaken by an employee covered by this Agreement will be, or is likely to be, undertaken by a new employer (whether or not the new employer is an "employer" defined in clause 1.8) the employer will notify the National Offices of NZEI Te Riu Roa and NZPPTA where the employee affected by the restructuring is a member of the union. In such circumstances the employer will meet with representative(s) of the union to:
- (a) Identify the issues the employee wishes to have considered by the new employer;
 - (b) Ensure that all current terms and conditions of employment of the employee are accurately recorded; and

- (c) Determine the process by which communications to/from the employee will be conducted.
- 8.2.3 The employer will encourage the new employer to agree to the involvement of the union(s) in the processes described in clauses 8.2.4 and 8.2.5 below.
- 8.2.4 Having completed the process described in clause 8.2.2 above, the employer will meet with the new employer to:
- (a) Provide the new employer with details of the work currently performed by the employee concerned together with details of the terms and conditions of their employment; and
 - (b) Seek a proposal for the employment of the affected employee by the new employer, including clarification of the terms and conditions upon which those employee would be offered employment by the new employer.
- 8.2.5 The following will be matters for clarification under clause 8.2.4(b) and again should be read in conjunction with the surplus staffing provisions of this collective agreement:
- (a) The number and type of positions that may be offered by the new employer to the employee affected by the restructuring;
 - (b) The terms and conditions of employment to be offered to the employee (including whether the employee will transfer to the new employer on the same terms and conditions of employment);
 - (c) The arrangements, if required, for the transfer of any accrued benefits and entitlements in relation to those employees;
 - (d) The arrangements, if required, for when and how offers of employment are to be made to the employee and the mode of acceptance, including whether any offers of employment made by the new employer will be conveyed through NZEI Te Riu Roa and NZPPTA.

- 8.2.6 The process to be followed at the time of the restructuring to determine what entitlements, if any, are available for employees who do not transfer to the new employer are set out in Schedule B. This clause 8.2 as a whole will be read in conjunction with those provisions.
- 8.2.7 These provisions continue to apply when a principal is seconded to a Specified Education Sector Agency.

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Part 9: Resignation

9.1 Resignation

- 9.1.1 This agreement may be terminated at any time by the Principal giving to the Board not less than two months written notice, unless a shorter time is mutually agreed.
- 9.1.2 The requirement to provide two months written notice continues to apply when a principal is seconded to a Specified Education Sector Agency.

Part 10: Employment Relationship Problem Resolution Provisions

Personal grievances and disputes will be addressed in accordance with the provisions of Part 9 of the Employment Relations Act 2000.

10.1 Employment Relationship Problem Resolution Services

The following is a plain language explanation of the employment relationship problem resolution services.

What is an employment relationship problem?

It is a problem between employee and employer. For example, it might be a personal grievance or a dispute about a provision in an employment agreement.

Resolving an employment relationship problem

The employee and employer should first make a reasonable effort to discuss the problem and settle it by mutual agreement. (If it's a personal grievance, it **must** first be raised with the employer **within 90 days**, except for a personal grievance of sexual harassment which must be raised **within 12 months** - Personal Grievances are explained further below).

An employee (or employer) has the right to be represented at any stage.

When a problem arises, union members should contact their local NZEI Te Riu Roa or NZPPTA field officer for advice and representation.

Employers should contact their local NZSBA adviser or other representative of choice.

Personal Grievances

A personal grievance is a particular type of employment relationship problem that normally must be raised with the employer within 90 days of the grievance arising, except for a personal grievance of sexual harassment which must be raised within 12 months from the date an instance occurs or comes to the employee's attention. An employee may have a personal grievance where:

- the employee has been unjustifiably dismissed; or

- the employee's employment, or 1 or more conditions of the employee's employment (including any condition that survives termination of the employment), is or are or was (during employment that has since been terminated) affected to the employee's disadvantage by some unjustifiable action by the employer; or
- the employee has been discriminated against in the employee's employment; or
- the employee has been sexually harassed in the employee's employment; or
- that the employee has been treated adversely in the employee's employment on the ground that the employee is, or is suspected or assumed or believed to be, a person affected by family violence; or
- the employee has been racially harassed in the employee's employment; or
- the employee has been subject to duress in the employee's employment in relation to membership or non-membership of a union or employees organisation; or
- the employee's employer has failed to comply with a requirement of Part 6A; or
- the employee has been disadvantaged by the employee's employment agreement not being in accordance with section 67C, 67D, 67G, or 67H; or
- the employee's employer has contravened section 67F or 67G(3); or
- the employee's employer has, in relation to the employee,—
 - engaged in adverse conduct for a prohibited health and safety reason; or
 - contravened section 92 of the Health and Safety at Work Act 2015 (which prohibits coercion or inducement); or
- the employer has retaliated, or threatened to retaliate, against the employee in breach of section 21 of the Protected Disclosures (Protection of Whistleblowers) Act 2022 (because the employee intends to make or has made a protected disclosure).³

Note: *The full meaning of the terms personal grievance, discrimination, sexual harassment, racial harassment, and duress, will be the meaning given by sections 103 to 110 inclusive of the Employment Relations Act 2000.*



As with other employment relationship problems, the parties should always try to resolve a personal grievance through discussion.

Either party can refer a personal grievance to the Employment Relations Service of the Ministry of Business, Innovation and Employment (MBIE) for mediation assistance, or to the Employment Relations Authority.

If the problem relates to a type of discrimination that can be the subject of a complaint to the Human Rights Commission under the Human Rights Act 1993, the person can either take a personal grievance, or complain to the Human Rights Commission, but not both. If in doubt, advice should be sought before deciding.

Services Available

To help resolve employment relationship problems, the Ministry of Business, Innovation and Employment provides:

An information service

This is free. It is available by contacting MBIE or by phoning toll free 0800 209020. The Ministry's Employment Relations Service's internet address is www.employment.govt.nz and can be contacted by e-mail at info@mbie.govt.nz.

Mediation Service

The Mediation Service is a free and independent service available through MBIE. This service helps to resolve employment relationship problems and generally to promote the smooth conduct of employment relationships.

Mediation is a mutual problem solving process, with the aim of reaching an agreement, assisted by an independent third party.

If the parties can't reach a settlement they can ask the mediator, in writing, to make a final and binding decision.

A settlement reached through mediation and signed by the mediator at the request of the parties is final, binding and enforceable. Neither party can then take the matter any further and either party can be made to comply with the agreed settlement by court order.

If the problem is unresolved through mediation either party may apply to have the matter dealt with by the Employment Relations Authority.

The Employment Relations Authority

This Authority is an investigative body that operates in an informal way. It looks into the facts and makes a decision on the merits of the case and not on the legal technicalities.

Either an employer or an employee can refer an unresolved employment relationship problem to the Authority by filing the appropriate forms.

The Authority may call evidence, hold investigative meetings, or interview anyone involved. It can direct the parties to try mediation. If mediation is unsuitable or has not resolved the problem, the Authority will make a decision that is binding on all parties.

Any party can contest the Authority's decision through the Employment Court.

Note 1: *All employment relationship problems, including personal grievances and any dispute about the interpretation or application of this agreement, must be resolved under Parts 9 and 10 of the Employment Relations Act 2000.*

Note 2: *In relation to a dispute about the interpretation, application, or operation of this Agreement the employer will act, if the Secretary acting under delegation from the Public Service Commissioner so requires, together with or in consultation with the Secretary.*

10.2 Personal Grievance

Provisions relating to personal grievances are contained in Part 9 of the Employment Relations Act 2000 and can be accessed through the following link: <http://www.legislation.govt.nz/act/public/2000/0024/latest/DLM60316.html>

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Part 11: Miscellaneous

11.1 Serving Notices

Any written notice to be given under this agreement by either party to the other may be served personally or by tracked mail addressed to the other party and in the case of the Board at the School Office, and in the case of the Principal at the Principal's last known residential address.

11.2 Previous Agreements

This agreement, together with its Schedules, supersedes all previous employment agreements between the Board and the Principal.

11.3 Agreement Construed in Accordance with Laws in New Zealand

This agreement will be construed and take effect in accordance with the laws of New Zealand.

11.4 Privacy Act 2020

The Board and the Principal will abide by the privacy principles contained in the Privacy Act 2020.

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Schedule A: Allowances

1. Where applicable to the school, the Principal will receive an allowance calculated and payable in accordance with the isolation allowance applying to teachers in the school.
2. The Board will pay a compassionate grant to the estate of the Principal in the event that the Principal dies while employed by the Board. This grant will be payable in accordance with the compassionate grant provisions applying to teachers in the school.

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Schedule B: School Closure

3. The Principal will be given written notice of no less than three months of a decision to disestablish their position.
4. During the notice period the Board will assist the Principal to locate suitable alternative employment in the New Zealand education service, and will meet the reasonable costs of the Principal attending relevant interviews where such costs are not otherwise met.
5. Where, prior to the disestablishment of the position:
 - (a) A reasonable offer of employment in the Education service is made to the Principal; or
 - (b) The Principal applies for a position in the education service for which they are suitable and declines an offer of appointment to the position.

The Board's responsibilities under these provisions will be fulfilled and the Principal's employment may be terminated from the disestablishment of the position with no payment of compensation.

6. Where the Principal is appointed to a suitable alternative position in the education service and a transfer of location is involved the Principal will be entitled to removal expenses in accordance with the removal expense provisions applying to teachers in the School.
7. Where a reasonable offer of employment is not made prior to the expiry of the notice period the Principal will be offered the following options:
 - (a) Redeployment as a supernumerary teacher for up to 40 weeks;
 - (b) Retraining in a course approved by the Ministry of Education | Te Tāhuhu o te Mātauranga for up to 40 weeks;
 - (c) Severance payment; or
 - (d) Long Service Payment (the intention of this option is to enable the Principal to withdraw from the education service).

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Details of these options are:

Redeployment/ supernumerary employment

Supernumerary employment is employment for a period of up to forty (40) school weeks). A Principal whose position is disestablished who has elected to be employed as a supernumerary teacher will be entitled to supernumerary employment in accordance with the following provisions:

- (e) The Principal will be employed as a supernumerary teacher at their existing salary for a period of forty (40) school weeks from the effective date of the disestablishment of the position (normally at the beginning of term one of the following year);
- (f) The Principal may elect to take up their supernumerary employment at the same school or at any other school at the request of the Principal and with the approval of the original employer and the Board at the other school. A Principal employed as a supernumerary teacher will have no entitlement to any vacancy arising in either the school where employed at the time or the originating school;
- (g) The employee's supernumerary employment will cease upon the Principal being appointed to a new position or upon the employee choosing to resign or at the expiration of the forty (40) school weeks, whichever is the earlier;
- (h) Where a supernumerary teacher is appointed to a new permanent teaching or Principal position and a transfer of location is involved, that employee will be entitled to normal removal expenses provisions provided that this entitlement will be exercised once only for each supernumerary period;

Note: Attention is drawn to the removal expense provisions applying to teachers in the School.

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Retraining

Where a Principal's position is disestablished the Principal may elect to take a course of study approved by the Secretary for Education that will enhance or upgrade the Principal's skills as a school teacher or Principal provided that:

- (i) The Principal will continue to be employed at their existing salary for a maximum period of forty (40) school weeks from the effective date of the disestablishment of the position (normally at the beginning of term one of the following year);
- (j) The Principal is employed as a supernumerary teacher during this period and has the rights and obligations of a supernumerary teacher except as specifically provided in this clause;
- (k) There is no requirement on the employer to meet any costs and expenses of training, including course fees;
- (l) The Principal will provide evidence of attendance at the approved course of study where required by the employer. The employer may make enquiries during the retraining period to establish that the employee is undertaking the approved course of study;
- (m) Where the approved course of study is for a shorter period than forty (40) school weeks the Principal is required to attend the school as a supernumerary teacher in periods when the school is open for instruction;
- (n) Where the course of study commences later than the effective date of disestablishment, the Principal is required to attend the school as a supernumerary teacher in periods when the school is open for instruction, except in special circumstances approved by the employer;



- (o) Where the Principal chooses to withdraw from the course before its completion, further employment will cease, except where the Principal and the Secretary for Education agree that there was just cause for the withdrawal the employee will return to the school as a supernumerary teacher for the remainder of the retraining period;
- (p) Where the course of study is completed prior to 40 weeks, the Principal may elect to terminate their supernumerary employment with no further compensation.

Severance Payment

- (q) If the Principal has up to three (3) years' service they will receive three months' ordinary pay (taxable salary); or
- (r) If the Principal has over three (3) years' service and up to five (5) years' service they will receive four (4) months' ordinary pay (taxable salary); or
- (s) If the Principal has five (5) years' service and over they will receive six (6) months' ordinary pay (taxable salary).

PROVIDED that if the Principal, following disestablishment of their position commences permanent employment in the education service before the expiry of the period in respect of which the payment was made (i.e., three months, four months or six months), the Principal will refund the portion of the severance payment which represents the difference between the period in respect of which the payment was made and the number of weeks without employment.

Long Service Payment

- (t) If the Principal has twenty-five years' service or more they will be paid a lump sum of six months' ordinary pay (taxable salary) plus one week's ordinary pay for each complete year of service. The maximum amount payable under this clause will not exceed salary for one year.



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PROVIDED that if the Principal, following closure, begins permanent employment in the Education Service before the expiry of the period of weeks for which a long service payment has been made, the Principal will refund the portion of the long service payment which represents the difference between the period for which the payment was made and the number of weeks without employment.

8. "Service" for the purposes of these provisions will mean: Service in a full-time capacity as a teacher in any

- State School
- Integrated School
- Kindergarten (within the meaning of the Education and Training Act 2020)
- Technical Institute
- College of Education
- University
- Agricultural College
- Charter School as a transferred employee

or, where a proportion of that service was part-time, on the basis that 80 hours equals one month's service and 1,000 hours equals one year's service. Non- permanent part- time service of twenty hours per week or more will be credited as full-time service and will include:

(a) service credits for childcare, where the Principal had resigned or took leave to care for their children, on the basis of one third credit for each year of such leave up to a maximum of five years credit.

But will exclude:

(b) any period of service in the education service (as defined in section 10(7) of the Education Act 2020) that ended with a payment of severance or long service leave.

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Schedule C: Transfers and Removals

1. Area School Principals are entitled to access the removal expenses provisions detailed in Part 7 of the Area School Teachers' Collective Agreement (ASTCA).
2. Area School Principals should note the following:
 - The Ministry of Education | Te Tāhuhu o te Mātauranga provides a lump sum payment to cover the travel, phone, transfer grant, accommodation expenses and travelling meal allowances entitlements outlined in Part 7 of the ASTCA. However, this does not prevent a Principal from choosing (as an alternative to the lump sum payment) to claim entitlements as specified in Part 7 and based on itemised receipts.
 - That transfer and removal payments will not be made for the cost associated with the sale and purchase of holiday homes and/or investment properties, i.e., expenses may only be claimed for the Principal's nominated place of residence.
3. Area School Principals in receipt of the Principal Recruitment Allowance should note the following:
 - Where a Principal has the approval of the Secretary for Education to receive the Principal Recruitment Allowance they will be eligible for removal expenses when moving to the school where the allowance is payable, provided the appointment involves a shift to another housing district.
 - A Principal in receipt of the Principal Recruitment Allowance will also be eligible for removal expenses when moving from the school after completing a minimum of three (3) years' continuous service at the school. Eligibility is subject to the Principal transferring directly to another state or state integrated school as a Principal or teacher in a permanent position or in a long term reliever appointment of at least one year and that the transfer involves a shift to another housing district.

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Schedule D: Medical Retirement

1.1

- (a) The purpose of this provision is to:
 - (i) provide the opportunity for Principals, currently in service, who are declared medically unfit or who have a terminal illness to retire from teaching with dignity;
 - (ii) give the ability for Boards to recruit a new Principal to the vacant permanent position without delay.
- (b) Currently in 'service' means the Principal is employed in a permanent position at the time the application for medical retirement is made and when concurrence is given by the Secretary for Education. This provision cannot be granted retrospectively.

1.2

- (a) A permanently appointed Principal, currently in service, may be granted medical retirement under this clause in circumstances where the Principal has either a terminal or serious illness which causes them to be incapable of continuing to work or returning to work.
- (b) Serious illness includes serious injury.
- (c) Stress is not considered to be a medical diagnosis. Any application for concurrence on the basis of stress will be declined. However, the medical impact of stress if it meets the criteria will be considered.
- (d) A Principal is considered to be medically unfit for work by reason of terminal illness if they have a terminal illness which causes them to be incapable of continuing to work or returning to work in a state or state integrated school.
- (e) A Principal is considered to be medically unfit for work by reason of serious illness if they are wholly or substantially unable to perform the duties of the position at the school and is unlikely currently or at any time in the foreseeable future to be able to undertake new employment in any other teaching or Principal position.

- (f) A Principal is not eligible for medical retirement where they are receiving weekly compensation from ACC.
- (g) Either the Principal or the employer may initiate the medical retirement process. The employer must have reasonable grounds to initiate the process. "Reasonable grounds" arise where the Principal for a prolonged period is wholly or substantially unable to perform the duties of the position at the school due to medical reasons.

1.3 Principal Initiated Process

- (a)
 - (i) if the Principal initiates the process, the Principal will provide to the employer from a registered medical specialist in writing the following: a description of the Principal's illness, a statement as to whether or not the Principal will be able to wholly or substantially perform their duties both currently and in the foreseeable future, and the reasons for the decision.
 - (ii) the employer may require a further medical opinion from a registered medical specialist nominated by the employer.
 - (iii) if two medical opinions from a medical specialist are sought and these medical opinions conflict, the Principal and employer will attempt to agree on a third medical specialist to provide a further medical certificate. If they cannot agree, the employer will nominate the medical specialist.
- (b)
 - (i) if the Principal is unable to obtain a registered medical specialist opinion in a timely fashion, or by virtue of distance, then the Principal will undergo a medical examination from a registered general practitioner. The general practitioner will provide in writing the following:
 - a description of the Principal's illness, a statement as to whether or not the Principal will be able to wholly or substantially perform their duties both currently and in the foreseeable future, and the reasons for the decision; and

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- attestation that the Principal could not obtain an opinion from a registered medical specialist.
 - (ii) the employer may require a further medical certificate from a registered general practitioner nominated by the employer.
 - (iii) if two medical certificates are sought and the medical opinions conflict, the Principal and employer will attempt to agree on a third registered general practitioner or medical specialist to provide a further medical certificate. If they cannot agree, the employer will nominate the registered general practitioner.
- (c) All costs associated with the second and third medical certificates or medical opinions will be met by the employer.

1.4 Employer Initiated Process

(a) Pre-process

Where the employer has reasonable grounds (as outlined in clause 1.2) to consider that the Principal may be medically unfit for work as outlined in clause 1.2, the employer will in the first instance:

- (i) write to the Principal outlining the concerns and the grounds on which it has formed a view that medical retirement may be an appropriate option;
- (ii) inform the Principal they are entitled to attend up to three sessions from an employee assistance programme (EAP) and extend to the Principal the opportunity to access EAP counselling;
- (iii) outline the medical retirement process should the employer proceed with the process; and
- (iv) inform the Principal of their right to have a representative.

Initiation of Process

(b) Registered Medical Specialist

Following the completion of the pre-process:

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- (i) Where the employer proceeds with the process, the Principal will undergo a medical examination from a registered medical specialist nominated by the employer.
 - (ii) The medical specialist will provide in writing a description of the Principal's illness, a statement as to whether or not the Principal will be able to wholly or substantially perform their duties both currently and in the foreseeable future, and the reasons for the decision.
 - (iii) The Principal is entitled to seek a second medical specialist's opinion. Where two medical specialist opinions are sought and these medical opinions agree that the Principal will not be able to wholly or substantially perform their duties both currently and in the foreseeable future, then the employer may seek concurrence to medically retire the Principal.
- (c) Registered General Practitioner
- (i) if the employer is unable to obtain a registered medical specialist opinion in a timely fashion, or by virtue of distance, then the Principal will undergo a medical examination from a registered general practitioner nominated by the employer (or two general practitioners if the Principal so wishes, one nominated by the employer and the other by the Principal). The general practitioner(s) will provide in writing the following:
 - a description of the Principal's illness, a statement as to whether or not the Principal will be able to wholly or substantially perform their duties both currently and in the foreseeable future, and the reasons for the decision; and
 - attestation that the Principal could not obtain an opinion from a registered medical specialist.

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(ii) where two medical opinions from a general practitioner are sought and these medical opinions conflict, the Principal and employer will attempt to agree on a third registered general practitioner to provide a further medical certificate. If they cannot agree, the employer will nominate the registered general practitioner.

(d) All costs associated with the medical examination(s) and the Principal assistance programme will be met by the employer.

1.5 Where the majority of medical evidence does not support a claim for medical retirement under this provision this process will cease.

1.6 Seeking Concurrence

(a) Where the majority of medical evidence supports the application for medical retirement either by reason of terminal or serious illness, as per clause 1.2, the employer will seek the concurrence of the Secretary for Education to medically retire the Principal.

(b) All applications for concurrence must be in writing and accompanied by the correct documentation.

(c) Applications for concurrence for medical retirement will be granted where the following criteria have been met:

(i) the process has been followed; and

(ii) the medical evidence has been supplied in sufficient detail so as to support the application for medical retirement as specified in clause 1.2.

(d) Where the medical evidence that has been supplied is not of sufficient detail to enable full consideration of the application for medical retirement, the Secretary for Education may request that the employer seek a further medical opinion.

1.7 Medical Retirement Payment

(a) Upon receiving notification that the Secretary for Education has granted concurrence, the employer will notify the Principal that they are medically retired as of the date of the Secretary's notification. No notice is payable. The Principal will be medically retired and may elect either to:

(i) receive remaining sick leave as a single payment

The Principal will receive the remainder of their sick leave (that is, the outstanding sick leave balance as at the final day of employment) as a lump-sum payment; or

(ii) Receive a lump sum payment

A lump sum payment of 13 weeks salary plus an additional week for each year of service after 25 years' service in a state or state integrated school or as a transferred employee, up to a maximum of 13 weeks (i.e. the total maximum payment payable under this provision is 26 weeks). Any paid sick leave taken by the Principal in the four weeks prior to the application to medically retire will be subtracted from the payment.

Note: *Payment will be based on the normal fortnightly salary of the Principal at the time of medical retirement. It does not attract any salary increment that may fall due after the date of medical retirement. Holiday pay to the date of medical retirement is payable. The lump sum does not attract holiday pay.*

(b) The Principal is not entitled to change options once the option has been actioned.

(c) Disregarded sick leave is not able to be converted to a payment under any of the provisions of medical retirement

Note: *For the sake of completeness please note that all payments are subject to normal tax provisions.*

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1.8 Vacant Position Appointment

- (a) From the date of the Secretary for Education gives notification of concurrence to medical retirement, regardless of the option chosen by the Principal under clause 1.7, the employer will be entitled to make a permanent appointment to the position as if that position were vacant. This position will be advertised in the Education Gazette as an actual vacancy position.
- (b) The Teaching Council will be notified by the employer that the Principal has been medically retired.

1.9 Re-entry policy

- (a) It is not contemplated that when a Principal is medically retired from the teaching profession that they will return to work as either a Principal or a teacher in the future. It is however acknowledged that in exceptional circumstances a Principal may become medically fit to work in the teaching service.
- (b) Where a Principal who has been medically retired under any clause set out in this provision is declared medically fit by a registered medical specialist and is reemployed in any teaching or Principal position in the Education Service (as defined in section 10(7) of the Education and Training Act 2020) the following will apply:
 - (i) the Principal will be entitled to sick leave in accordance with the provisions of the Holidays Act 2003 and not the provisions in the Agreement.
 - (ii) where employment in any teaching or Principal position in the Education Service (as defined in Section 10(7) of the Education and Training Act) commences within a number of weeks which is less than the number of weeks of payment received by the Principal under clause 1.7(a) (i) the Principal will refund the difference between the number of weeks for which they were without employment and the number of weeks for which the payment was calculated.



- (iii) a Principal cannot be medically retired twice for any of the reasons outlined in this Schedule.


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Appendix 1: Schools that will be covered by the definition of area schools in clause 1.8.1 (b) (i) of the Agreement.

School Number	School Name
1	Te Kura o Te Kao
2	Taipa Area School
6	Broadwood Area School
10	Te Kura Taumata o Panguru
11	Opononi Area School
12	Tauraroa Area School
18	Mangakahia Area School
77	Bethlehem College
82	Aidanfield Christian School
108	Onewhero Area School
109	Coromandel Area School
110	Mercury Bay Area School
125	Raglan Area School
133	Raphael House Rudolf Steiner Area School
185	Patea Area School
206	Ngata Memorial College
212	Tolaga Bay Area School
221	Te Wharekura o Ruatoki
231	Taikura Rudolf Steiner School
279	TKKM o Hoani Waititi
290	Collingwood Area School
291	Rai Valley Area School
297	Tapawera Area School
299	Murchison Area School
300	Karamea Area School
306	South Westland Area School
308	Amuri Area School
309	Cheviot Area School
310	Oxford Area School
311	Hurunui College
317	Christchurch Adventist School



School Number	School Name
567	Te Wharekura o Te Kaokaoroa o Patetere
589	Te Kura o Nga Ruahine Rangī
603	KingsGate School
608	Ashburton Christian School
624	Te Karaka Area School
628	TKKM o Tuia te Matangi
630	Te Kura Māori o Ngā Tapuwae
631	Kia Aroha Campus
641	Te Wharekura o Nga Purapura o Te Aroha
651	Te Whata Tau o Putauaki
658	Murupara Area School
683	Ao Tawhiti Unlimited Discovery
704	Haeata Community Campus
706	Te Pā o Rākaihautū
719	Te Kura Kaupapa Maori o Te Orini ki Ngati Awa
737	Te Kura Kaupapa Maori o Horouta Wananga
742	Te Kura o Te Whānau-a-Apanui
871	Te Rangihakahaka Centre for Science and Technology
878	Te Wharekura o Ngāti Rongomai
941	Iqra School
1055	Ngataki School
1138	Renew School
1139	Lake Taupo Christian School
1143	TKKM o Nga Mokopuna
1147	Te Rangī Aniwaniwa
1149	Sonrise Christian School
1153	TKKM o Te Koutu
1154	TKKM o Te Rawhiti Roa
1156	Horizon School
1165	TKKM o Ruamata
1168	Emmanuel Christian School
1172	Cornerstone Christian School
1175	Kaikohe Christian School
1189	Wā Ora Montessori
1190	Elim Christian College

School Number	School Name
335	Middleton Grange School
341	Hillview Christian School
350	Akaroa Area School
370	Maniototo Area School
375	Roxburgh Area School
386	Columba College
390	Lawrence Area School
394	The Catlins Area School
402	Waiau Area School
418	Rangiora New Life School
419	Rudolf Steiner School (Chch)
421	Richmond View School
424	Michael Park School
428	Whangamata Area School
429	Excellere College
432	KingsWay School
439	Totara College of Accelerated Learning
443	Hastings Christian School
451	Hamilton Christian School
452	Southern Cross Campus
463	TKK Motuhake o Tawhiuau
465	Mana Tamariki
476	Tongariro School
496	Reefton Area School
497	Te Kura o Hirangi
527	Twizel Area School
528	Ponatahi Christian School
539	Waikato Waldorf School (Rudolf Steiner)
544	Al-Madinah School
545	Te Kura Toitu o Te Whaiti-nui-a-Toi
549	Taihape Area School
550	Te Waha O Rerekohu Area School
551	Coastal Taranaki School
558	TKKM o Te Kura Kokiri
559	Te Kura o Te Wainui-ā-Rua

School Number	School Name
1584	TKKM o Te Raki Paewhenua
1611	Timaru Christian School
1616	TKKM o Ngati Kahungunu o Te Wairoa
1618	TKKM o Te Whanau Tahī
1634	Te Kura Māori o Porirua
1651	TKKM o Wairarapa
1666	Te Kura o Waikare
1670	Te Ara Whanui Kura Kaupapa Māori o ngā Kōhanga Reo o Te Awa Kairangi
1672	TKKM o Nga Uri A Maui
1673	TKKM o Te Waiu o Ngati Porou
1674	TKKM o Te Wananga Whare Tapere o Takitimu
1718	Te Wharekura o Kirikiriroa
1748	TKKM o Huiarau
1798	Te Wharekura o Manaia
1865	Te Wharekura o Maniapoto
1917	Te Wharekura o Rākaumangamanga
2062	Te Kura Māori ā Rohe o Waiohau
2068	Te Kura o Waitahanui
2084	Te Kura Mana Māori o Whangaparaoa
2103	Moerewa School
2104	TKKM o Taumarere
2351	TKKM o Otepoti
2377	TKKM o Tupoho
2383	TKKM o Ngati Ruanui
2384	Te Kura o Kokohuia
2445	TKKM o Ngati Kahungunu Ki Heretaunga
2602	Manutuke School
3100	TKKM o Te Hiringa
3101	Te Kura ā Iwi o Whakatapuranga Rua Mano
3103	TKKM o Hurungaterangi
3106	TKKM o Whangaroa
3107	TKKM o Te Ara Hou
3114	TKKM o Pukemiro
3115	Te Wharekura o Te Rau Aroha

School Number	School Name
3117	Te Kura Kaupapa Māori o Hokianga
3119	TKKM o Kawakawa mai Tawhiti
3618	Te Kura aa Iwi o Ngaati Kauwhata
3619	Te Kāpehu Whetū
3630	Elim Christian College Mt Albert
4145	Te Pi'ipi'inga Kakano Mai I Rangiatea
4207	TKKM o Nga Maungarongo
4208	TKKM o Mangere
4211	TKKM o Te Rito
4212	TKKM o Waitaha
4217	Te Wharekura o Arowhenua
4226	TKKM o Tamaki Nui A Rua
4227	TKKM o Kaikohe
4228	TKKM o Puau Te Moananui-a-Kiwa
4230	TKKM o Whakarewa I Te Reo Ki Tuwharetoa

Appendix 2: Schools added to ASPCA coverage on 28 January 2026 (see explanatory note to definition of area school)

School Number	School Name
1046	Te Kura o Mātihetihe
1811	Te Kura o Te Moutere O Matakana
3118	Te Kura Kaupapa Maori o Taumarunui
4119	Wellington Hills Christian College
4204	Hare Krishna School

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Signatories

Signed by the parties on 18 December 2025.



Secretary for Education
by its duly authorised representative Jason Tuck



Joschka Hoffmann
Advocate PPTA Te Wehengarua



Bella Pardoe
Advocate for NZEI Te Riu Roa

Witnessed by:



Maynard Scott
for Te Whakarōpūtanga Kaitaki Kura o Aotearoa

Terms of Settlement

This section sets out the offer for the renewal of the *Area School Principals' Collective Agreement (2025 - 2028)* and is to be read in conjunction with the letter of offer and the tracked change collective agreement.

This offer is made by the Public Service Commissioner to the Post Primary Teachers' Association Te Wehengarua (PPTA) and NZEI Te Rua Roa (NZEI). It is subject to ratification by PPTA and NZEI members pursuant to section 51 of the Employment Relations Act 2000, and will be deemed to have lapsed if it is not ratified by 5pm on 18 December 2025 and the new collective agreement signed no later than 5pm on 18 December 2025.

1. Term of agreement

The *Area School Principals' Collective Agreement (2025 - 2028)* is effective for a period of 30 months starting on 18 December 2025, except as provided for in section 53 of the Employment Relations Act 2000.

2. Remuneration for principals

School roll-based salary component

The parties agree that the school roll-based salary (U-grade) component of principals' remuneration will increase by 2.5% from 18 December 2025, and 2.1% 18 December 2026, as follows:

U Grade	Current Rate	Rate effective from 18 December 2025	Rate effective from 18 December 2026	Total overall change to rates (cumulative)	Overall percentage increase
U1	\$118,003	<u>\$120,953</u>	<u>\$123,493</u>	\$5,490	4.65%
U2	\$118,003	<u>\$120,953</u>	<u>\$123,493</u>	\$5,490	4.65%
U3	\$118,003	<u>\$120,953</u>	<u>\$123,493</u>	\$5,490	4.65%
U4	\$127,249	<u>\$130,430</u>	<u>\$133,169</u>	\$5,920	4.65%
U5	\$136,495	<u>\$139,907</u>	<u>\$142,845</u>	\$6,350	4.65%
U6	\$141,781	<u>\$145,326</u>	<u>\$148,377</u>	\$6,596	4.65%
U7	\$147,284	<u>\$150,966</u>	<u>\$154,136</u>	\$6,852	4.65%
U8	\$152,789	<u>\$156,609</u>	<u>\$159,898</u>	\$7,109	4.65%
U9	\$156,531	<u>\$160,444</u>	<u>\$163,814</u>	\$7,283	4.65%
U10	\$160,273	<u>\$164,280</u>	<u>\$167,730</u>	\$7,457	4.65%
U11	\$165,733	<u>\$169,876</u>	<u>\$173,444</u>	\$7,711	4.65%
U12	\$171,195	<u>\$175,475</u>	<u>\$179,160</u>	\$7,965	4.65%
U13	\$176,300	<u>\$180,708</u>	<u>\$184,502</u>	\$8,202	4.65%
U14	\$181,407	<u>\$185,942</u>	<u>\$189,847</u>	\$8,440	4.65%
U15	\$185,876	<u>\$190,523</u>	<u>\$194,524</u>	\$8,648	4.65%
U16	\$190,347	<u>\$195,106</u>	<u>\$199,203</u>	\$8,856	4.65%

Extension of U-grade rates

The parties agree to amend the U-grade salary scale. Additional U-grade rates will be introduced to ensure that remuneration continues to fairly recognise the leadership scope, scale, and responsibilities of principals leading larger and more complex schools.

These new U-grade rates will come into effect from 18 December 2025 as follows:

Current U-Grade and roll	Current Rate	New U-Grade and roll	Rate effective from 18 December 2025	Rate effective from 18 December 2026
U16 2401+	\$190,347	U16 2401-2600	\$195,106	\$199,203
		U17 2601 – 2800	\$200,106	\$204,203
		U18 2801 to 3000	\$205,106	\$209,203
		U19 3001+	\$210,106	\$214,203

3. NCEA Change Implementation allowance

The parties agree to introduce a payment to recognise the significant additional leadership and coordination responsibilities associated with implementing NCEA. This allowance acknowledges the temporary increase in workload required to lead staff, manage systems, and ensure the successful delivery of reform of the national secondary schooling qualification at the school level.

The following clause wording is provided below:

4.5 NCEA Change Implementation allowance

4.5.1 *In recognition of the additional leadership, coordination, and implementation responsibilities arising from the introduction of the revised NCEA and associated changes during the term of the agreement, an NCEA Change Implementation allowance as set out in clause 4.5.2 shall be payable to the principal.*

4.5.2 *The NCEA Change Implementation allowance is \$6,000 per annum, payable fortnightly from the period from 18 December 2025 to 17 June 2028 inclusive.*

4.5.3 *A principal is not entitled to payment of the relevant allowance under clause 4.5.2 while on leave without pay.*

4. Career payment adjustment

The parties agree to strengthen and clarify the Career Structure provisions to reflect the importance of developing leadership talent within and across schools.



The parties also agree to increase the Career Structure payment by \$1,500 for Beginning, Experienced, and Leading principals from 28 January 2026.

The following clause wording is provided below (noting that additional technical changes and changes to recognise Charter School service as a transferred employee are in the tracked change collective):

4.3 Area School Principals' Career Structure

- (a) This clause outlines a career progression for Area School Principals who meet the professional criteria as affirmed by their board and the service criteria. Payments made under this clause are to encourage and recognise individual professional growth, leadership and contribution of an area school principal.
- (b) Provided that the principal has completed a Professional Growth Cycle and been provided with an annual statement as in clause 4.1 within the last 12 months, principals covered by this collective agreement will be entitled to a career allowance based on clauses 4.3(c)–(j) and the following service and professional criteria:

Stage	Service criteria	Professional criteria
1- <i>initial Beginning principalship</i>	<ul style="list-style-type: none"> Minimum of 3 years continuous service as a principal in a New Zealand State or State Integrated Area School or as a transferred employee, including any periods of Secondment to a Specified Education Sector Agency 	<ul style="list-style-type: none"> Completion of the First Time Beginning Principals' Programme (or similar) Participation in a professional learning and development plan which may involve (but is not limited to) mentoring, professional supervision, study or a professional learning and development project identified in a Professional Growth Cycle.
2 – <i>Experienced principal</i>	<ul style="list-style-type: none"> Minimum of 6 years continuous service as a principal in a New Zealand State or State Integrated Area School or as a transferred employee, including any periods of Secondment to Specified Education Sector Agency 	<ul style="list-style-type: none"> Completing Professional Growth Cycles and providing summary statements (as in clause 4.1). Participation in a professional learning and development plan that demonstrates professional growth, including pedagogical leadership. This could be through further tertiary study/qualifications, a sabbatical project or professional learning project in own school context. <u>Grow and distribute leadership within their school.</u> <u>Engage in active collaboration with colleagues across learning communities.</u> <u>Plays an ongoing role in developing leadership talent in their school</u>

3 – Leading principal	<ul style="list-style-type: none"> Minimum of 9 years continuous service as a principal in a New Zealand State or State Integrated Area School or as a transferred employee, including any periods of Secondment to Specified Education Sector Agency. 	<ul style="list-style-type: none"> Meeting the requirements of the experienced principal (as above) Contribution to or leadership of a learning or professional community that contributes to the wider education sector. <u>Grow and distribute leadership within their school.</u> <u>Engage in active collaboration with colleagues across learning communities.</u> <u>Plays an ongoing role in developing leadership talent in their school.</u>
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(c) The school board is responsible for verifying that the principal meets the professional criteria (for example check that the Professional Growth Cycle has been successfully completed and check that the annual statement has been provided), after which one of the following career allowances will be made and paid fortnightly. A principal can only receive one payment under 4.3(d) at any one time.

(d) The annual career payments for each stage are as follows:

Stage	Current Rate	Rates effective from 28 January 2026
1 – initial <u>Beginning</u> principalship	\$3,714	<u>\$5,214</u>
2 – Experienced principal	\$7,428	<u>\$8,928</u>
3 – Leading principal	\$11,143	<u>\$12,643</u>

5. Area School Principal Payment

The parties agreed to increase the payments provided in clause 3.8 as an acknowledgement of the complex role of the Area School Principal as an educational and professional leader across all years of the curriculum:

U-grade	Current Base Rate	Rates effective from 28 January 2026	Rates effective from 28 January 2027
U1	\$8,500	<u>\$9,500</u>	<u>\$10,000</u>
U2, U3, U4, U5, U6	\$11,500	<u>\$12,500</u>	<u>\$13,000</u>
U7, U8, U9	\$13,500	<u>\$14,500</u>	<u>\$15,000</u>
U10, U11, U12, U13	\$15,000	<u>\$16,000</u>	<u>\$16,500</u>
U14, U15, U16, <u>U17</u> , U18, U19	\$16,000	<u>\$17,000</u>	<u>\$17,500</u>

6. Principal Mentor Allowance

The parties agree that principals selected to be a mentor in the Aspiring and Beginning Principals' Programme will be provided with an allowance of **\$5,000** per annum. This allowance acknowledges the important role of experienced principals in supporting, guiding, and developing new school leaders, thereby strengthening the leadership pipeline and overall system capability.

The following clause wording is provided below:

3.13 *Principal mentor allowance*

- a) *Where an Employer is advised by the Ministry of Education that the principal has been selected to act as a mentor in a national mentoring programme approved by the Ministry of Education, the principal will be entitled to a Principal Mentor Allowance while they are acting as a mentor, in accordance with clauses 3.13 (b) - (e).*
- b) *The mentoring allowance is \$5,000 per annum.*
- c) *The mentoring allowance will be paid fortnightly with the principal's salary, including during periods of paid leave.*
- d) *The principal's participation as a mentor will be managed in accordance with the programme and is conditional on the continued consent of the Employer. The Employer will be advised through this programme when to provide written notice to the principal of when the mentoring role will start and end.*
- e) *The Employer or the principal may end the principal's participation as a mentor with one term's written notice.*

7. Disregarded sick leave

The parties agree to amend clause 5.2.6 as follows to clarify the scope of the provision.

5.2.6 *Disregarded sick leave*

- (a) *Subject to (e) below, disregarded sick leave not exceeding an overall aggregate of two years will ~~shall~~ be granted by the Secretary for Education where in the opinion of the Secretary one of the following conditions has been met:*
- (i) *The sickness can be traced directly to the conditions or circumstances under which the principal is working; or*
 - (ii) *The injury occurred in the discharge of the principal's duties through no fault of the principal and where no payment has been made by the Accident Compensation Corporation; or*
 - (iii) *The principal has contracted a notifiable disease listed in Part 1 of Schedule 1 of the Health Act 1956, and the principal is either:*
 - *Complying with a written request or direction from a Medical Officer of Health under the Health Act 1956 to refrain from attending school for a specified period, or*
 - *Is otherwise required by a relevant Public Health Order to refrain from attending school for a specified period.*
 - (iv) *The principal has contracted hepatitis or tuberculosis, where the period of disregarded sick leave is the time that the principal's treating registered*



medical practitioner decides it is necessary for the principal to remain away from school; or

- (v) *The absence was due to war injury or service.*
- (b) *Where sick leave has been deducted for any period granted as disregarded sick leave under clause 5.2.6(a)(i) to 5.2.6(a)(v) above, the sick leave will be reinstated.*
- (c) *Disregarded sick leave is additional to any period of absence on account of sickness or injury to which the principal is entitled with full salary in accordance with the scale set out in clause 5.2(a) and ~~clause 5.2(b)~~ above.*
- (d) *Fixed term or relieving principals ~~will shall~~ only be granted disregarded sick leave, as provided for in clause 5.2.6(a) above, where they have been in continuous employment before the date of application.*
- (e) Disregarded sick leave will not be granted by the Secretary for Education:
 - (i) Where the raising of a personal grievance/complaint against the employer has substantially caused a stress-related or non-physical illness
 - (ii) Where the employee being subject to a disciplinary or performance management process has substantially caused the sickness.
 - (iii) Where the employer has agreed to support an application for disregarded sick leave as part of settlement of an employment relationship problem or a negotiated exit from employment.
 - (iv) Where payment has been made by the Accident Compensation Corporation.
- (f) For the avoidance of doubt:
 - (i) Where an employee qualifies for disregarded sick leave, that qualification is not lost by subsequent raising or pursuit of a personal grievance/complaint, nor by the employer's subsequent initiation of a performance management process.
 - (ii) If a personal grievance/complaint is raised as the result of the employer's handling of an employee's request for disregarded sick leave, this does not disqualify the employee from being granted disregarded sick leave.
 - (iii) illnesses (including those that are stress-related) that are not barred by (e) above can confer eligibility for disregarded sick leave.

8. Recognition of service for employees transferred to converted (charter) schools who return to state and state-integrated schools

The parties agree to recognise previous service in a Converted School for employees who were transferred to a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020, provided the employee's service is continuous. The new clause wording is in the tracked change collective, but includes the following definitions to be added to clause 1.8.1:

“Converted School” has the same meaning as in cl. 114 of Schedule 1 of the Education and Training Act 2020.

“Transferred Employee” means any employee who was transferred from employment in a state or state integrated school to employment in a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020.

Note, additional changes to recognise Charter School service as a transferred employee, such as for the career structure payment is provided in the tracked changed collective.

Terms of settlement only

9. Coverage clause

The parties note that there have been differences in the interpretation of the coverage clause of the Area School Principals’ Collective Agreement.

Nothing in the 2025-2028 Area School Principals’ Collective Agreement or in these Terms of Settlement shall be interpreted as either party having accepted a particular position on the coverage of employees under an area school principal collective agreement that preceded the 2025-2028 ASPCA.

To move forward, the parties have agreed the following:

From the date of ratification until 27 January 2026, the ASPCA will apply to a list of schools that is appended to the Area School Principals’ Collective Agreement as Appendix 1.

From 28 January 2026, a new definition of “area school” will apply. This is outlined below.

The parties agree that for the term of the Agreement inclusive of any time added as the result of the operation of s 53 of the Employment Relations Act 2000, any principal who has a reduction in overall remuneration as the result of the new ASPCA coverage clause will have this addressed through an allowance representing the difference in overall remuneration.

The parties to the ASPCA agree in good faith to work together during the term of the agreement to review the coverage clauses of the collective agreements applicable to teachers and principals they are a party to in order to determine whether the existing collective agreement coverage of composite school teachers and principals meets the needs of the covered employees and their employers and to as far as practicable, reduce the number of schools where more than one collective agreement may apply. The parties will agree a terms of reference for this review by the end of term 1, 2026.

NZEI Te Riu Roa and the Secretary for Education acting on behalf of the Public Service Commissioner agree to vary the Primary Principals’ Collective Agreement (NZEI) before 28 January 2026 to ensure that there is no dual coverage between the ASPCA and PPCA (NZEI).

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The following changes will be made to the Area School Principals' Collective Agreement:

Amend 1.8.1 definition of "Area School" as follows-

(b) (i) *Until 27 January 2026, "Area School" means a composite school listed in Appendix 1 of this agreement.*

(ii) *From 28 January 2026, "Area School" means a composite school as defined in the Education and Training Act 2020 other than-*

- (i) *specialist schools, including specialist residential schools and regional health schools,*
- (ii) *year 7 to 10 schools,*
- (iii) *year 7-13 schools, and*
- (iv) *Te Aho o Te Kura Pounamu.*

Note: Without limiting the operation of subclause (b) above, the parties note that from 28 January 2026, coverage of this Agreement will be extended to composite schools listed in Appendix 2. To avoid doubt, this note does not indicate either party having accepted a particular view as to the coverage of Appendix 1 or Appendix 2 schools prior to [date of ratification].

10. Discussion group on consolidating allowances

The parties agree to meet within six months following ratification of the last of the STCA, PTCA, ASTCA, PPCA (NZEI), and SPCA, to discuss how the current hard-to-staff allowances available to principals and teachers could be improved, by consolidating them into fewer, more meaningful, better targeted, and more purposeful allowances that are more effective in supporting recruitment and retention in hard to staff schools. This includes the High Priority Teacher and Principals' Allowances, the Isolation Allowances and the Staffing Incentive Allowances provided under the various collective agreements. Any agreed changes will be incorporated by means of a variation.

11. Termination of employment of employee whose annual remuneration meets or exceeds specified threshold

As at the date this Terms of Settlement is signed, the Employment Relations Amendment Bill is before Parliament. If enacted, one of the effects of the legislation will be to introduce a remuneration threshold above which:

- a personal grievance for unjustified dismissal cannot be pursued,
- good faith requirements in section 4(1A)(c) do not need to be complied with, and
- employers do not need to provide a statement in writing of the reasons for the dismissal.

The parties intend that principals' current entitlements in relation to dismissal are maintained for the term of this collective agreement. Therefore, if legislation is enacted during the term of this collective agreement that limits principals' current entitlements in relation to dismissal, the Secretary will, within 14 days of those limits coming into force, offer a variation to the ASPCA that provides that for the term of this collective agreement those limits do not apply. The parties agree that upon receipt of the unions' acceptance of the offer, the ASPCA shall be deemed to be varied pursuant to clause 1.6 in the terms outlined in the offer.

12. Technical and Readability

The parties agree to technical changes intended to provide clarification and readability. **A tracked change version of the ASPCA will be provided for ratification.**

13. Related Matters

If this offer is ratified by 18 December 2025, Education Payroll Limited (EPL) will implement the pay rates by 14 April 2026.

The parties note that following ratification the Secretary for Education will promulgate an individual employment agreement for non-union employees based on the terms and conditions in the collective agreement.

Signed in Wellington on 15 December 2025 by:

Joschka Hoffmann
Advocate PPTA Te Wehengarua

Jason Tuck
**Advocate on behalf of the Public
Service Commissioner**

Bella Pardoe
Advocate for NZEI Te Riu Roa

Witnessed:

Maynard Scott
For Te Whakarōpūtanga Kaitiaki Kura o Aotearoa



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