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Your NZEI Te Riu Roa and PPTA Te Wehengarua Claim	Ministry of Education Position
<b>Uaratanga – A Well-Paid Profession/Sufficient and Sustainable Teacher Supply</b>	
A 4% increase per year to all teacher salary rates.	No, instead...  Steps 9 and 10 would increase by a total of 2.5% + 2.1%, and steps 1-8 would increase by \$1300 + \$1200 over the term of the agreement.
A further 4% at settlement to recognise the cut pay equity process, not to resolve the gender undervaluation but to take a first step towards removing it.	
Automatically adjust Units to be equal to 6% of the top of the teacher base salary scale, and Management Allowances to be 40% of Unit value.	
Provision for Ministry payment for Teaching Council Fees permanently in CA.	  The Government has announced funding for this over the next three years but don't want to include the payment in the collective agreement.
Increase Associate Teacher Allowance to minimum wage.	
Increase the Relievers to step from 6 to 7.	
Recognition of service completed in non-state integrated schools.	
Member-only benefit.	
Increase all points of the Special Duties Increment Allowance to Unit value.	
Increase other allowances by the base scale increases (e.g camp allowance).	
<b>Uaratanga – A Highly Trained Profession</b>	

Extending the PPTA PLD fund beyond 2025 and to Area School Teachers.	
Creating a NZEI PLD fund and extending this to Area School Teachers.	
An Individual PLD allowance.	
Increasing Area School Sabbaticals from 12 to 36 yearly.	 The Ministry wants to make expectations for sabbaticals more onerous.
Guaranteeing all Ministry of Education Mandated PLD will include and fund the attendance of day relievers.	
<b>Whakaute – A Culturally Responsive and Sustaining Profession</b>	
Toitū Te Tiriti – Introducing an expression of the obligations and commitments of the parties to Te Tiriti in the CA.	
Securing a commitment to the Community Liaison Roles.	
Introducing a time component to the Cultural Leadership Allowance.	
MITA/PBITA increases of \$1000.	
Annual allowances for level 5 Te Taura Whiri i Te Reo Māori certification and for registered translators.	
Guaranteed funding and access entitlements to PLD in Te Reo Māori.	 <i>Funding for Te Reo was announced in budget 2025 but no details have been shared about how it will be used.</i>
Amend good employer provisions to embed Education Act requirements of employers in CA.	
<b>Tautoko – Well Supported</b>	

Improved Principals Nominee Allowance with staffing provision, time allowance and increased rates.	No to any time allowance, or staffing allocation. Yes, to an allowance of \$2500 per annum for the term of the agreement.
Designated Lab-Manager time and remuneration.	No, instead proposing joint guidance to boards from PPTA/NZEI/SBA.
Increase the Careers Advisor Allowance to unit value.	
E-teacher provisions.	
Learning Support Coordinator expansion of staffing to all schools, allowing schools to opt for a within school use of the staffing entitlement, and establishing a reference group of LSC and senior leaders to review the LSC guidance.	<i>The Government announced the roll out of Learning Support Coordinators in budget 2025. This will take place over the next few years. The Ministry has agreed to amend the collective agreements so the role can be part time.</i>
Learning Support Coordinator Unit entitlements to recognise their specialist knowledge.	
Change management process.	
Maths and Pāngarau Specialist Staffing and Recognition.	
Charter school conversion – resourcing for improved support and consultation for staff.	
Relief Teacher Transport Funding moving to Ministry Resourcing.	
Increasing the Relief Teacher Transport Rate.	
Assurance Curriculum Advisors will continue to be employed over term of agreement.	
<b>Oranga Tonutanga – Work-life Balance</b>	
Extended leave for Birth of Child.	

Relief teacher Sick Leave Funding moving to Ministry Resourcing.	
<b>Clarifying Claims – Improving Access to Entitlements</b>	
<i>Clarification – Coverage</i>	
<i>Clarification – MITA/PBITA Consecutive Service Error</i>	
<i>Clarification – Other Relevant Service for MITA/PBITA</i>	
<i>Clarification – Relieving Principals' Allowance</i>	

## Employer Claims

The Ministry has raised several items that don't relate to claims put forward by members, and that in many cases reduce terms and conditions. These are commonly referred to as clawbacks.

These items are listed below, with a comment from the negotiating team about what they think about them.

Ministry of Education Claim and Current Position	Comment from Bargaining Team
A three-year term for the collective agreement.	This offer is shorter than their original claim – 26 months instead.
Insert a clause to proscribe that a portion of CRT be used to implement curriculum and assessment changes.	The Ministry wants to promote guidance on use of CRT.
Increasing the number of call back days from 10 to 20 and remove any entitlement to payment of expenses.	Despite significant pushback from your bargaining team and strong feedback from Primary and Secondary teachers in their first offers to their clawback, the employer has only modified their claim to 18 days.
Study Awards – stronger language on which applications will be prioritised.	The Ministry wants to clarify priorities for study awards.
Sabbaticals – requiring that sabbatical project must be submitted to a peer reviewed journal or have an equivalent research-based output.	The Ministry wants to set higher expectations for study and research for sabbaticals.
Hard to staff allowances working group.	The Ministry wants to negotiate a new delivery for the Staffing Incentive and Priority Teacher Supply Allowances. The offer would require that the unions meet with the Ministry to

	discuss this, but no changes would be made without members ratifying a proposal.
Disregarded sick leave – removing eligibility for disregarded sick leave when sickness or injury can be traced back to the workplace.	The Ministry wants to tighten the use of disregarded sick leave to exclude situations arising from employment disputes, stress or mental hardship.
Create a closedown period for annual leave.	The Ministry wants to require a four-week closedown period over the summer break, although with flexibility on when to allow for schools on the Māramataka calendar after bargaining team feedback.
Rent subsidy changes (in removal expenses section).	The new offer does not mention this.
Service credit for commencing salary.	The offer would allow for untrained teachers will have their prior service recognised when they become qualified.
Clarify use of beginning teacher time allowance.	A note would be added to the collective agreement to clarify that BTTA can be used to release the mentor, this is the status quo.
Expanding MITA eligibility to LATs.	The bargaining team is concerned that without limiting this to LATs undertaking teacher training, this may expand the number of classes taught by untrained teachers. The Ministry should instead target this to improve teachers supply.
New offer/claim to provide a \$6000 allowance for kaiako teaching in full immersion te reo to tamariki in other schools.	It is not clear how many kaiako would be supported by this new allowance. The purpose of the existing Māori Immersion Teaching Allowance is to recognise kaiako with working in full immersion. The Ministry has advised that they are trying to meet your interests after other claims were rejected by the Public Service Commissioner.