

Our Claims		New Offer	Previous offer	Commentary
Fair pay and conditions	Term	3 July 2023 to 2 July 2025.	36 months.	The length of the agreement is important because it dictates how quickly more classroom release time (CRT) can be introduced and when we can return to bargaining for further pay increases.
	Pay rise to address cost of living increases	<p>First pay increase: Following ratification, the greater of 6% or \$4000 on pay steps.</p> <p>Two further pay increases in 2024:</p> <ul style="list-style-type: none"> a. 3 July 2024: 3% increase b. 2 Dec 2024: Pay increases as per last offer (i.e. with the top of the pay scale going to \$100,000). This means that there will be further pay increases between \$1,162 and \$1,738 for steps 2-11 of the pay scale. <p>A new element is the merging of the bottom two steps of the pay scale in December 2024, leading to a higher entry step for beginning teachers. This means a \$3,716 increase to Step 1.</p> <p>Lump sum payment of \$4,500 before tax. This is prorated for relievers and part-time teachers. Non-members will only receive \$3,000 (prorated).</p>	<p>Continuation of Unified Base Salary Scale.</p> <p>First pay increase: \$4,000 increase on salaries from December 2022.</p> <p>Second pay increase: 3% or \$2000 on salaries on 1 Dec 2023</p> <p>Third pay increase: Dec 2024: 2-3.3% increase</p>	<p>On ratification: salary increase of \$4,000 or 6% (whichever is more). This means immediate increases of between \$4000 and \$5400. The 6% will make a difference to teachers on steps 7 or higher who will see their initial pay increases improve by a further \$202 - \$1,400 per annum when compared to the last offer.</p> <p>In 2024, there will now be two pay increases:</p> <ul style="list-style-type: none"> a. In June 2024, pay will increase by 3% for everyone. The removal of the “3% OR \$2000” option in the previous offer will have a small detrimental effect on teachers on steps 1-5 when compared to the last offer but provide for further improved pay increases for teachers above step 6. b. In December 2024, the pay increase is as per the previous offer in terms of rates, but the bottom two steps of the pay scale would be combined. This will increase the entry step of the pay scale to \$60,735 (vs \$58,505 in the last offer). <p>The \$4,500 lump sum is financially more valuable than the backpay to December 2022 in the previous offer. For some teachers it would be the equivalent of back-paying to the expiry of the PTCA in July 2022. \$1,500 of the \$4,500 is a member-only benefit. So, non-members will only receive a \$3,000 lump sum payment.</p>
	Relief Teachers	Lift relief teacher cap from step 6 to step 7 at the start of 2024.	Working group during the term.	This is an historic movement for relief teachers’ pay. A working group will also discuss wider reliever employment issues.
	Fair Mileage rates	Unchanged from previous offer.	83 cents per kilometre.	Unchanged from previous offer.
	Improved Holidays and sick leave	Unchanged from previous offer.	Sick leave improvements. Remove the intervening weekend rule. New sick leave accrual system with increased sick leave entitlements. Holiday pay compliance to be agreed during term.	Unchanged from previous offer. No teacher will translate with a lower sick leave balance than they held pre-translation and everyone will translate with at least 10 days of sick leave.

Recognising value of union membership	Lump sum	See above.	No offer.	See above.
	Member-first payment	Members get new rates of pay 6 weeks ahead of non-members.	No offer.	This recognises the important role union members play in negotiating pay and conditions for the profession.
	Teaching Council fee	Unchanged from previous offer.	\$710 one-off payment to union members only.	This \$710 lump sum payment is in addition to the \$4,500 lump sum payment that union members will receive (see above).
Attracting people to the profession	Full registration for beginning teachers	Unchanged from previous offer.	\$512 during the term of the agreement paid directly to the Teaching Council by MoE.	Unchanged from previous offer.
	Merge step 1 and 2	From Dec 2024, merge steps 1 and 2 so new minimum rate is \$60,735.	No offer.	Merging the bottom two steps will increase the minimum starting salaries of beginning teachers.
Parity of conditions	Classroom release time	15 additional hours per term phased in from start of year 2024 (5 hours); Term 3 2024 (5 hours); start of year 2025 (5 hours). From Term 1 2025 – one hour release per week/10 hours per term for permanent unit holders in addition to the ordinary CRT increases.	15 additional hours per term phased in from term 3 2024 (5 hours); start of year 2025 (5 hours); term 3 2025 (5 hours). From Term 3 2024 – one hour release per week/10 hours per term for permanent unit holders in addition to the ordinary CRT increases.	The new offer brings forward the CRT rollout to the start of 2024. All three implementation dates have been brought forward so the increased release time will be available earlier. However, the implementation of the additional release time for permanent unit holders has been pushed out.
	Unit Value	\$4,500 from start of year 2024	\$4,500 from Term 3 2024	The new offer brings forward the unit value increase.
Recognising cultural competency	Māori immersion	Unchanged from previous offer.	\$12,000 maximum L1 \$8,000 maximum L2	Unchanged from previous offer.
	Pasifika (from 2024)		\$8,000 maximum L1 \$6,000 maximum L2	
	Cultural leadership allowance		\$5,000 (1,200 allowances) from 2024	
Other improvements	Holidays and sick leave	Unchanged from previous offer.	Sick leave improvements. Remove the intervening weekend rule. New sick leave accrual system with increased sick leave entitlements. Holiday pay compliance to be agreed during term.	Unchanged from previous offer. No teacher will translate with a lower sick leave balance than they held pre-translation and everyone will translate with at least 10 days of sick leave.
	Increased flexibility with Kāhui Ako school allowances	Unchanged from previous offer.	A Kāhui Ako responsibility allowance of \$2,000 will be introduced. The within-school teacher allowance remains at \$8,000. Release time is retained but inquiry time is disestablished.	Unchanged from previous offer.

Base Salary Scale

Step	Current salary	3 July 2023	3 July 2024	2 December 2024
1	\$51,358	\$55,358	\$57,019	\$60,735
2	\$53,544	\$57,544	\$59,270	
3	\$55,948	\$59,948	\$61,746	\$63,187
4	\$58,133	\$62,133	\$63,997	\$65,416
5	\$61,794	\$65,794	\$67,768	\$69,150
6	\$65,776	\$69,776	\$71,869	\$73,307
7	\$70,040	\$74,242	\$76,470	\$77,786
8	\$75,190	\$79,701	\$82,092	\$83,197
9	\$79,413	\$84,178	\$86,703	\$88,000
10	\$85,490	\$90,619	\$93,338	\$94,500
11	\$90,000	\$95,400	\$98,262	\$100,000

NZEI
TE RIU ROA

PTCA offer key points

whakamana tamariki whakamana kaiako

salary and timeframe

2023: Salary increase of **6%** or **\$4,000** (whichever is more).

Members receive new pay rates **6 weeks ahead** of non-members.

2024: two more pay increases.

Term of Agreement is **now 2 years**.

classroom release time

Extra 15 hours of classroom release time will be fully introduced **six months earlier** than the previous offer.

extra payments

Extra \$4,500 lump sum payment, \$1,500 of which is for members only.

Member only \$710 lump sum payment for Teaching Council fees.

reliever cap lift

Start of 2024: Reliever cap lifts from step 6 to step 7.

base scale rate increase

Dec 2024: The bottom step of the pay scale has been removed with a **new base scale rate of \$60,735**.

whakamana tamariki whakamana kaiako