



Your Updated Union Claims	March 2025 Offer	NEW Offer – November 2025
N/A	Technical claim discussion	MOE claim to insert a definition of term-time only. The parties are meeting urgently to resolve before voting begins.
A 5% increase on all pay and allowances for the first year from ratification date. The greater of 2.5% or CPI + 1% for both 2026 and 2027.	From ratification (2025): 60 cents per hour (\$1248 FTE annually) 2026: 15 cents per hour (\$312 FTE annually) 2027: 25 cents per hour (\$520 FTE annually)	2.3% increase on all printed rates from 5 Dec ‘25 (not paid until March ‘26) 2% increase on all printed rates from 4 Dec ‘26 2.5 year (30 month) term, expires June 2028 CPI is currently 3% for 2025.
N/A	In both 2026 and 2027, additional before tax lump sums of \$250 for part timers (\$300 for full timers). The amounts would not be pro rata, but would get paid to all employees (including non-union).	NEW: no lump sums offer
N/A	MOE have removed the list of conduct that might be considered “serious” in response to overwhelming feedback from you. This means the updated conduct clause would no longer be problematic. However, MOE have retained the new “performance” clause, with references to “expectations” set by each kura and an improvement process up to termination if you haven’t met the expectations.	“Conduct” wording tentatively agreed, with clarity and protections MOE have retained the new “performance” clause, with references to “expectations” set by each kura and an improvement process up to termination if you haven’t met the expectations. Parties have not agreed this wording, but it’s part of the MOE offer.
Move the requirement for proof from 3 to 5 days and requests for proof within 5 days will be paid by the school.	No offer to match primary teachers. However, agreement to not require medical certificates within 5 calendar days (improvement from 3).	No change – same offer. Tentatively agreed
Member-only benefits \$500 lump sum to all union members from ratification (not pro rata). 1% additional employer contribution to kiwisaver for all union members in 2026. An additional .5% contribution to kiwisaver for all union members 2027.	X No change – no offer made.	X No change – no offer made
Improvements to job security, including fewer fixed term agreements.	New offer to advise principals inviting them to review fixed term and term time only arrangements or seek advice from NZSBA.	Same offer on fixed term advice – tentatively agreed. Urgent meeting about term-time-only technical changes.
Continuation of the PLD fund.	X No change – no offer made.	No offer to continue the Kaiārahi i te Reo PLD fund. New offer of \$8 million fund (minus admin fees) for all support staff, therapists and kaiārahi who work directly with neurodivergent students. No detail available, but run internally.
Increase to mileage to PTCA rate (\$0.83 per kilometre) and automatically increase if PTCA rate increases within term.	New offer to increase mileage to current primary teacher’s rate, from .62 cents per km, to .83 cents but no increase if PTCA rate increases.	No change – same offer.
Fix Easter Tuesday & Day after Boxing Day.	X No change – no offer made.	X No change – no offer made
Implement a better funding model.	X No change – no offer made.	X No change – no offer made
MoE to fund kura for full settlement.	Agreed if members accept this offer	Agreed if members accept this offer
Improve tiaki allowance to be paid per incident and when the environment is soiled.	No offer on per incident, agree to pay if student or environment are soiled. Tentatively agreed	No change – same offer. Tentatively agreed.
Units for therapists (\$4,500 annually)	X No change – no offer made	Discussion of “leadership allowance” - not included in this offer option.
Sabbatical leave for therapist (union only).	X No change – no offer made.	X No change – no offer made
Expand access to therapist supervision.	X No change – no offer made.	X No change – no offer made
Accept MOE offer of encouraging claiming of society fees and kura to reimburse.	Same offer clarifying how to claim for current reimbursement, no change to current provision. Tentatively agreed.	Same offer clarifying how to claim for current reimbursement, no change to current provision. Tentatively agreed.