



Your updated union claims	May 2025 Offer	NEW Offer – November 2025
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. Living Wage movement in Sept 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 <i>CPI is currently 3% for 2025.</i>
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 offered
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 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.
Increase sick leave accrual to same as primary teachers	X No Change – no offer	X No Change – no offer
Move the requirement for proof from 3 to 5 days and requests for proof within 5 days will be paid by the school.	MOE have agreed to move the requirement for proof of sickness from 3 to 5 calendar days and now agreed that schools asking for proof within 5 days would be paid by the school. This claim is nearly tentatively agreed.	No change – same offer. Tentatively agreed
Member-only benefits \$500 lump sum to all union members from ratification (not pro rata). Two days’ special “union leave” in both 2026 and 2027 (use it or lose it).	X No change – no offer	X No change – no offer made
Improvements to job security, including fewer fixed term agreements	No change, same offer. Offer to email principals inviting them to No change, same offer. offer to email principals inviting them to review any fixed term over 24 months or seek advice from NZSBA. Tentatively agreed.	No change – same offer. Tentatively agreed
Improvements to job security, including no reduction of your guaranteed hours (remove clause 2.5 so that any change to hours gives you redundancy rights, clause 10.2)	MOE have agreed to remove their proposed new wording, which your team believed could have unintended consequences on non-TAs. However, NO offer to remove clause 2.5 and secure all your guaranteed hours or offer redundancy protections if changes are required.	X MOE have proposed new, less problematic wording. However, no offer made on removing clause 2.5 to secure all your guaranteed hours OR redundancy protections if changes are required by the school.
Continuation of the PLD fund	NEW OFFER! MOE have offered a total of \$9 million (including admin costs) for a NEW PLD fund. It would be available to all employees covered by the Support Staff in Schools CA and the Kaiārahi i te Reo & Therapists’ CA who work directly with neurodiverse students. The details have yet to be designed and MOE would “consult” with NZEI Te Riu Roa. If ratified, it would open in Term 2 2026 and provide PLD through MOE-approved providers.	NEW OFFER! MOE have offered a total of \$8 million (including admin costs) for a NEW PLD fund. It would be available to all employees covered by the Support Staff in Schools CA and the Kaiārahi i te Reo & Therapists’ CA who work directly with neurodiverse students. The details have yet to be designed and MOE would “consult” with NZEI Te Riu Roa. If ratified, it would open in 2026 and provide PLD through MOE-approved providers.
Increase to mileage to PTCA rate (\$0.83 per kilometre) and automatically increase if PTCA rate increases within term.	Same offer to increase mileage to current primary teacher’s rate, from .62 cents per km, to .83 cents per km but no increase if PTCA rate changes.	No change – same offer
Fix Easter Tuesday and Day after Boxing Day	X No change – no offer	X No change – no offer made
Implement a better funding model	X No change – no offer	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 cover per incident and when the environment is soiled	No change – no offer for per incident, but offer includes change in wording covering when the environment is soiled. The parties have tentatively agreed this claim.	No change – same offer. Tentatively agreed.
Include guidance counsellors who don’t have access to another collective agreement in your collective agreement	No change, same offer to include these guidance counsellors, but not meet their other claims about pay and conditions.	No change – same offer