



Your Updated Union Claims	Last offer December 2024	Offer March 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.	0% for any Kaiārahi i te Reo or Therapist who will receive annual steps. 1.25% + 1% + 1% each year for the three-year term only to those on the maximum available step/grade.	No change – same pay offer.
N/A	N/A	One-off lump sum payment of \$200 before tax to all full-time employees (including non union) and those “term-time-only” employees who work 38 or 40 hrs per week. One-off lump sum payment of \$150 before tax to all part-time employees (including non-union).
N/A	N/A	New wording about “conduct” that sets out a process for investigations and disciplinary action, including a list of serious misconduct. Serious misconduct means you could be dismissed after due process without getting written warnings first. New “performance” wording sets out a process of raising performance concerns and making performance improvement plans. Wording includes possible immediate dismissal if, following the process, you haven’t met the performance standards set by the school.
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.
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 offer made.	X No change – no offer made.
Improvements to job security, including fewer fixed term agreements.	No offer except advice to schools about how fixed terms and term time only should be used.	New offer to advise principals inviting them to review fixed term and term time only arrangements or seek advice from NZSBA.
Continuation of the PLD fund.	X No offer made.	X No change – no offer made.
Increase to mileage to PTCA rate (\$0.83 per kilometre) and automatically increase if PTCA rate increases within term.	X No offer made.	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.
Fix Easter Tuesday & Day after Boxing Day.	X No offer made.	X No change – no offer made.
Implement a better funding model.	X No offer made.	X No change – no offer made.
MoE to fund kura for full settlement.	Agreed if members accept this offer.	No change – same 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	No offer on per incident, agree to pay if student or environment are soiled. The parties have tentatively agreed this claim.
Units for therapists (\$4,500 annually)	No offer except to add a note in your CA reminding employers they can pay above the printed rates for “additional leadership and/or management responsibilities, where appropriate”.	No change – same offer.
Sabbatical leave for therapist (union only).	X No offer made.	X No change – no offer made.
Expand access to therapist supervision.	X No offer made.	X No change – no offer made.
Accept MOE offer of encouraging claiming of society fees and kura to reimburse.	X No offer made	New offer clarifying how to claim for current reimbursement, no change to current provision. The parties have tentatively agreed this claim