



12 December 2022

Primary principals' offer compared to the claim

NZEI Te Riu Roa Claim	Ministry Offer <i>Changes from the previous offer are highlighted</i>
Principals' salary is maintained (CPI – 7.35%)	<ul style="list-style-type: none"> • \$4000 increase to the U Grade salary component from 1 Dec 2022 • 3% increase to the U-grade salary component on 1 Dec 2023. (this is up from the \$2000 increase in the last offer) <p>A one off payment of \$750 (pro-rata) for principals who are members of NZEI Te Riu Roa as of 3 March 2023.</p> <p>A one off payment of \$500 for all principals on 1 Dec 2023.</p> <p><i>The salary increase table is set out in the offer from the Ministry</i></p>
Ongoing wellbeing fund of \$10,000 per principal per year to access supervision, counselling, mentoring or PLD	\$5,000 per annum support for wellbeing for accessing professional support; joint process to develop criteria
Fairer use of sick leave	Remove the intervening weekend rule. Increased sick leave entitlements for most principals, however, some principals will see a reduction in their pre-existing leave balances as a result of the Ministry's proposed translation.
Secondment provisions.	Enabling provisions in the collective to support principals to take up secondments in government Ministries as part of their service to education.
Paid hauora leave (we asked for one term of paid leave for every five years of service)	An increase in the number of sabbaticals available each year from 105 to 145. Ministry will also work on making application and reporting simpler
	Replacing the decile payment component of salary with a new arrangement to reflect the introduction of the equity index.
General parity with secondary schools in relation to:	No offer



<ul style="list-style-type: none"> • Curriculum management • Base guidance staffing entitlement • Management units, middle management and senior management allowances 	
Long service leave (one year of LSL on completion of 15 years' service)	No offer
Change management support – additional FTTE staffing and funding	No offer
Continue the Accord Teacher Only Days	No offer
Increasing the mileage allowance	No offer
Introducing parity between primary and secondary principals on all salary components	No offer
Three-years entitlement management staffing support for first-time principals	No offer
Introducing leadership advisor roles	No offer
A union-only benefit	No offer
A recognition allowance of \$5,000	No offer
Safer staffing levels in U1 schools	No offer
Full release for teaching principals	No offer
Recognition for principals taking on additional responsibilities	No offer
Addressing salary relativities between DPS and principals in small schools	No offer
A \$5,000 allowance for tumuaki leading in kura kaupapa, kura-a-iwi, bilingual units and Pasifika	No offer
Introducing a resourcing package to support isolated and rural schools	No offer
Support for Chatham and Pitt Islands	No offer
A \$5,000 allowance for principals supporting student teachers	No offer
Support for specialist schools principals	No offer