

NZEI TE RIU ROA

Primary Principals Draft Claim for discussion

Whakatauki

Ko te Tumuaki te kaiurungi o te waka; Kia kotahi ai te iwi; Kia kotahi ai te reo

The principals are the driving force of the canoe, to unify the community and to be of one voice

Principal members said we want to build on our current [collective agreement](#) and negotiate a settlement that values and supports the work of all tumuaki.

The negotiating team considered principal feedback, how the current political and economic environment will impact our negotiations, and how we can effectively and strongly navigate that.

The negotiations team have developed a focussed and strategic set of draft claims that align with the Principals' Council mission:

Ko te reo o te tumuaki e rāngona ana; Ko te tūranga o te tumuaki e whakautetia ana; Ko te tumuaki ana e kōkiri ana/

Tumuaki heard, Tumuaki respected, Tumuaki leading

Tumuaki Leading (guiding Pou: Rangatiratanga, wairuatanga, manaakitanga)

The Principals' Council of NZEI Te Riu Roa propose the following draft claims to ensure principals are remunerated and recognised for the complexities of our day-to-day leadership responsibilities, and for steering schools through significant change:

- **Change Management:** Introduce a new payment which recognises that leading Government-imposed changes, such as implementing a new curriculum, creates significant additional work demands on principals. A significant change management payment recognises that in the absence of a shared, cross-party long-term plan for education, our work demands will continue to be significantly impacted by political decisions. The team discussed a payment in the range of \$20,000-\$30,000 (which would incorporate and replace the \$6k wellbeing allowance won in the last settlement). *What do you think this should be?* [Come to a claims meeting to discuss it!](#)
- **Staffing:** Change the *Staffing Based Salary Component (5.2.3)* to include all permanently appointed staff, including non-teaching staff employed at the school in this staffing calculation for salary purposes.

Note: Teachers are discussing a claim to introduce a new fund to support their work with students with additional learning needs. The principals' negotiations team suggest that principals who have a regular teaching component to their role would have access to this fund on the same basis as teachers.

Tumuaki Respected (guiding Pou: whakamana, whakapapa)

The Principals' Council propose the following draft claims to ensure our professional knowledge and expertise is respected, our professional growth is supported and valued, and that recognition continues to be given to te reo Māori as a taonga to be actively protected under te Tiriti o Waitangi:

- Update the career framework (4.4.1) to improve the value of payments at each step and ensure the criteria are up to date and fit for purpose. This could include considering the number of steps in the scale, how leadership roles are recognised, and factoring in access to long service leave as part of the entitlement for senior steps. The team discussed \$5,000 as an appropriate increment for a new scale of up to five steps. [*Come to a meeting to discuss this and share what you think.*](#)

	Beginning Principal	Developing Principal (acquiring/ acquired)	Experienced Principal (applying)	Leading Principal (sharing)		
Current Rates effective 2 May 2017	NIL	\$3,641	\$6,763	\$9,884.00		
For claims discussion		\$5000	\$10,000	\$15,000	\$20,000 &?	\$25,000 &?

- Embed Te Tiriti in our collective agreement by incorporating current obligations and expectations set out in legislation.
- Improve recognition and support for te reo me ngā tikanga Māori through increasing the number of cultural leadership allowances available and the value of the Māori immersion teaching allowance.
- Ensure all principals (and staff) have access to funded PLD to continue to learn te reo Māori.
- Ensure principals whose schools are directed to converted to charter schools have their service recognised when they return to work in a state or state-integrated school.

Tumuaki Heard (guiding Pou: Whakamana, kaitiakitanga)

The Principals' Council propose the following draft claims to ensure the terms and conditions of our employment are sustainable for principals, and that being a principal remains an aspirational 'step up' for teachers. This means we as tumuaki are supported for our mahi, and have opportunities for leadership growth and recognition:

- Provide a reasonable increase that ensures principals' salaries at least maintain their current value relative to cost-of-living increases.
- That we seek the continuation of pay parity of the u-grade scale across the sector.

Note: The negotiations team recognises that the issue of relativities with teacher salaries continues to be addressed. In this claim, it is intended that changes to the career structure (see above) and the Change Management payment (as above) will add significant value to salary to achieve a greater relativity.

Note: Principals on the Chatham Islands will also identify specific claims to update the relevant section of our collective agreement and these will be shared with all members as part of the final ballot.