

Secondary Teachers' Collective Agreement Variation

Dated 27 September 2011

The parties agree to the following variation to the Secondary Teachers' Collective Agreement 2011 – 2013.

4.1 Remuneration (Key to table and Notes)

Replace the existing Key to table and Notes for clause 4.1 with:

Key to table

The Base Scale – Trained Teachers shall apply to all teachers who are registered (including Provisionally Registered Teachers and Subject To Confirmation categories but not Limited Authority to Teach) by the New Zealand Teachers' Council as they are considered, for the purposes of this clause, to be trained and qualified as teachers to teach in NZ.

The Base Scale – Untrained Teachers shall apply to teachers who are employed with a Limited Authority to Teach status.

The entry point for teachers who are employed with a Limited Authority to Teach and lack a subject/specialist qualification shall be step one of the Base Scale – Untrained Teachers.

The maximum step for teachers who are employed with a Limited Authority to Teach and lack a subject/specialist qualification shall be step four of the Base Scale – Untrained Teachers.

E = Entry step for qualification group

M = Maximum step for qualification group

The 'G' notations relate to the entry points and qualifications maxima for teachers who have a qualification defined below. The qualification groups (subject to the operation of clause 4.2.2) for salary purposes are:

G1 Level 5 qualification

G2 Level 6 qualification

G3 Level 7 qualification

G3+ Level 7 subject/specialist qualification and recognised teaching qualification (G3+ includes conjoint subject/specialist and teaching qualifications). See notes 2 and 3 below.

G4 Level 8 qualification (or 2 level 7 subject/specialist qualifications)

G5 Level 9 and 10 qualifications – Masters or PhD

Note 1: The level 7 qualifications must contain at least 72 credits at level 7 and the level 8 qualifications must contain at least 72 credits at level 8.

Note 2: From 13 April 2011, for NZ trained teachers the measure for G3+ is a teacher education qualification that is recognised through the NZTC's registration process and a L7 subject/ specialist qualification (with 72 credits at L7), which may be a conjoint subject/specialist and teacher qualification.

Note 3: From 13 April 2011, for overseas trained teachers the measure for G3+ is registration (as defined in note 2) and graduate level study in a subject / specialist area. NZQA assessment regarding the L7 subject /specialist requirement shall state that either it is a comparable subject qualification or shall include words to that effect in the letter to the applicant.

Note 4: Teachers with primary teaching qualifications only are placed as follows:

G1 = Diploma of Teaching;

G2 = Higher Diploma of Teaching; and

G3 = Advanced Diploma of Teaching or Bachelor of Teaching.

Note 5: From 13 April 2011, teachers registered without a level 7 or higher specific subject / specialist qualification enter on step 3 as G3. Currently, for New Zealand trained teachers these could only be primary trained teachers with an Advance Diploma of Teaching or a Bachelor of Teaching. Overseas trained teachers who become registered but who hold no subject / specialist qualification will also enter on step 3 as G3.

Retain, but renumber, existing note 5, 6 and 7.

Appendix A

Add a new clause 1.3.3 and 1.3.4

1.3.3 From 13 April 2011, overseas teachers who gain registration through either the NZTC's comparable qualifications or core components pathways will be deemed to have met the requirements for registration from the date they completed that/those qualification(s). This means that for the purposes of Appendix A clause 1.3.2, overseas teaching service will count from the date the NZQA deems those qualification(s) to have been completed. Relevant work experience (including overseas teaching service completed prior to that date) will be determined under Appendix A clause 1.4.

1.3.4 From 13 April 2011, overseas teachers who gained registration through the NZTC's discretionary pathway (previously called Track Two) will be deemed to have met the registration requirements from the date registration is granted in NZ. This means that overseas teaching service completed after the date registration is granted in NZ will be determined under Appendix A clause 1.3.2 and relevant work experience (including overseas teaching experience completed prior to the date registration is granted in NZ) will be determined under Appendix A clause 1.4.

Terms of Settlement

Add:

Variation to 2011-13 Secondary Teachers Collective Agreement.

On [date this variation was signed], the parties agreed to a variation to this collective agreement to give effect to an agreement reached to resolve a number of ongoing issues with the treatment of teachers who have overseas qualifications.

This resulted in changes to clause 4.1 and Appendix A. The parties agree that these changes will not have any effect prior to 13 April 2011 (being the introduction of the trained and untrained scales into the STCA).

Signed at Wellington on 27 September 2011

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Industrial Relations Manager
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Bronwyn Cross
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