PPTA
NEW ZEALAND POST PRIMARY TEACHERS' ASSOCIATION
TE WEHENGARUA
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ASTCA settlement - 23 May 2011

The following are the key components in the ASTCA settlement.

1. A new ASTCA pay scale for teachers in area schools introduced from 31 May 2011. This scale includes 2.75% (primary scale) increases on most rates, slightly less (secondary scale rates) on steps 11 and 12, and increased rates (secondary scale) on steps 7, 8 and 9 (3%) and step14 (2.93%). See scale over page.

2. As the overall pay rates are higher than either the primary or secondary scales, the term of the agreement is longer from 31 May 2011 until 29 March 2013.

3. All teachers who are covered by the agreement on the date the parties sign the new agreement ((31 May if ratified)) will also receive a $300 lump sum. It will also be paid to those on leave under Part 5 and who return by 28 January 2012. The lump sum will be pro-rated for part time teachers and for relief teachers based on the days they have been employed in the six months prior to 31 May.

4. There will be 100 more MMAs from 2012 and a further 100 from 2013. Up to 20% can be allocated to non-unit holders and up to 40% can be allocated for fixed terms.

5. From January 2012 the Tutor Teacher Allowance will be increased from $2,000 to $4,000.

6. From January 2012 teachers who have taught continuously for 5 years in Level 1 immersion shall have their MITA increased by $1,000.

7. From the beginning of term 3 the definitions of long and short term relievers will change so that the Yr 10 salary cap will only apply to teachers relieving for less than 3 weeks.

8. Field Allowance to be called School Camp Allowance increased to $25 per day inclusive

9. The settlement also includes a number of lower cost provisions:

    - Access to the Kapa Haka (70 biennially) and Polyfest (30 annually) teacher relief days,
    - Full time teachers will be able to reduce to part time with their board's approval and without advertising that position,
    - 1/3 credit for work experience after a Level 4 qualification,
    - Overseas teacher time allowance can be applied for in the first 12 months,
    - The associate teacher allowance becomes a minimum rate,
    - Curriculum responsibility included in eligibility for unit criteria
    - Eligibility for Kiwisaver retirement scheme
    - Changes to H notations and qualifications for salary purposes
    - Lump sum payment of travel and removal expenses

Area School Base Salary Scale

31May 2011 – 29 March 2013

	ASTCA 2007-10	Percentage increase	ASTCA 2011 - 2013
A1	$30,000	2.75%	$30,825
A2	$31,305	2.75%	$32,166
A3	$33,914	2.75%	$34,847
A4	$36,523	2.75%	$37,527
A5	$40,434	2.75%	$41,546
A6	$44,348	2.75%	$45,568
A7	$45,653	3%	$47,023
A8	$47,610	3%	$49,038
A9	$50,217	3%	$51,724
A10	$54,132	2.75%	$55,621
A11	$58,044	2.51%	$59,500
A12	$63,392	1.75%	$64,500
A13	$65,609	2.75%	$67,413
A14	$68,980	2.93%	$71,000