

## PART A: STCA provisions

Component	PPTA claim July 2018	MoE offer 11 June 2019	Notes
Term	1 Year from expiry of last STCA.	Three years from settlement  (1 July 2019 to 30 June 2022 assumed)	STCA expired October 2018.
Base scale	Re-establish relativity with median wage in 2002-4.  15% for 1 year settlement.  Additional 3.7% for any subsequent years	Top of scale changes: <ul style="list-style-type: none"> <li>• 3.21% on 1 July 2019 to \$80,500</li> <li>• 3.1% on 1 July 2020 to \$83,000</li> <li>• New step 11 on 1 July 2020 at \$87,000 (equivalent to 4.82% increase on step 10)</li> <li>• 3.4% on step 11 1 July 2021 to \$90,000.</li> </ul> <p>Teachers on current step 10 (top of scale) to move to new step 11 if/when they have been on step 10 for twelve months or more.</p> <p>Other steps generally increase by 3% per year from 1 July 2019 to 1 July 2021.</p> <p>G1, G2 and G3 teachers all progress annually to step 10 from 1 July 2020.</p>	See Table 1 for step rates  See Table 2 for individual impacts  See Graph 1 for relativity impact.  MoE offering the same pay scale to primary, area school teachers and secondary teachers.  Those with 12 months at their current salary maximum will move up one step on 1 July 2020 and then progress unusually. Others will move on their anniversary date. See table 3 for individual examples
Units	Increase from \$4,000 to \$6,000	<i>Units increase to \$5,000 1000 new units from 28 Jan 2020</i>	Effective from 28 January 2020.
Management allowance (MMAs and SMAs)	Increase from \$1,000 to \$1,500	<i>MMAs and SMAs \$2,000</i>	See table 4 for overall percentage increase for unit and MA holders
Time allowances	1 Hour per week additional non-contact time for all teachers.  An additional hour per week non-contact time for unit holders	No offer on increases to non-contact time allowances.  The additional new units will generate time allowances for those who receive them as permanent units.	

	Guaranteed two hours per week non-contact for teachers without a permanent unit who hold middle leadership roles in curriculum or pastoral areas.  Additional staffing entitlement to resource.		
High Accommodation cost area allowance	Up to \$100 per week for teachers in very high cost accommodation zones.	No offer	
Teaching Council fees	Payment of fees by MoE	\$1500 to cover both. Lump sum for PPTA members only.	Prorated for part time and short term relievers.  Figure is before tax (c.\$1,000 net)
Back pay	For delayed settlement		Letter to Boards directing them not to make up payments to non-members
Māori Immersion Teacher Allowance	Teachers eligible for MITA who have more than 3 continuous years of such teaching receive additional allowance of \$2,000 per annum. Eligible teachers with 6 years of continuous Level 1 Te Reo Māori immersion teaching to receive additional \$4,000 per annum.	Agreed	
Careers Advisor Allowance	Increase from \$1500 to \$2,250	Agreed	
HPTSA	Pay provisionally registered teachers the full rate Increase the allowance from \$2500 to \$4,000.	Provisionally registered teachers get full rate.  No change to rate.	
Service and Qualification increment	Increase from \$2000 to \$3,156 per annum. Teachers sent alert when eligible.	No offer	
Day relievers	Remove step 6 salary bar for short term relievers.	No offer	
Default compensatory mechanism	Where agreement cannot be reached on the compensatory mechanism where the employer is unable to provide an average class size of 26 or fewer the default is time in lieu.'	No offer	

Community Liaison roles	1 role per 100 students on the Māori and Pasifika student rolls	No offer	
Non-member bargaining fee	1% fee for non-members who are given the negotiated terms and conditions	To be discussed in Accord (See part B)	Delayed transfer of new provisions to non-members of 3 months.  One-off \$1500 gross payment member only.  Schools to be prevented from compensating non-members.
Guidance counsellor	a working party focused on staffing of school guidance counsellors	No offer	
Parental leave	Remove all gendered language.  Leave to attend partner at birth of their child is to increase from the current provision of two days of paid leave to five days of paid leave.  Parental Leave and Parental Grant rather than Maternity leave and Maternity Grant.	Agreed wording changes  No offer  Wording changed	
Surplus staffing		Clause tidying (agreed from previous offer) agreed	
Untrained salary scale	Relativity adjustment as per trained teacher scale	Combine steps 1-4. 3% increases all steps 1 July 2019, 1 July 2020 and 1 July 2021.	The new step 1 will be \$40,891 on 1 July 2019, which incorporates the 3% increase.
Professional development		\$5 million per annum funding pool administered jointly by PPTA and MoE for secondary teacher professional development	For conferences, pre-certification courses etc. Administrative details to be agreed post-ratification.

**TABLE 1: Salary rate changes (Trained scale)**

Step	4/09/2017	1/07/2019		1/07/2020		1/07/2021		Step increase 4/09/2017 to 30/06/2022
1	\$47,000	3.00%	\$48,410	3.00%	\$49,862	3.00%	\$51,358	9.27%
2	\$49,000	3.00%	\$50,470	3.00%	\$51,984	3.00%	\$53,544	9.27%
3	\$51,200	3.00%	\$52,736	3.00%	\$54,318	3.00%	\$55,948	9.27%
4	\$53,200	3.00%	\$54,796	3.00%	\$56,440	3.00%	\$58,133	9.27%
5	\$56,550	3.00%	\$58,247	3.00%	\$59,994	3.00%	\$61,794	9.27%
6	\$60,500	2.48%	\$62,000	3.00%	\$63,860	3.00%	\$65,776	8.72%
7	\$64,800	2.01%	\$66,100	2.90%	\$68,000	3.00%	\$70,040	8.09%
8	\$69,400	2.31%	\$71,000	2.80%	\$73,000	3.00%	\$75,190	8.34%
9	\$73,650	2.10%	\$75,200	2.50%	\$77,100	3.00%	\$79,413	7.82%
10	\$78,000	3.21%	\$80,500	3.10%	\$83,000	3.00%	\$85,490	9.60%
11				4.82%	\$87,000	3.40%	\$90,000	15.38% (from step 10)

Reminder for teachers below their salary maximum – when reading across the table remember that you will also move up a step in 2020 and 2021 through normal progression.

**Note STCA expires 30/06/2022**

**TABLE 2: Whole term of settlement impact of new step and salary offer (Trained scale, G3+)**

11/07/2019		1/07/2021		1/07/2021		11/07/2019- 30/06/2022
Current step	Current rate	Progressed to step	Current rate	Progressed to Step	New rate	Increase to expiry over current rates
3	\$51,200	5	\$56,550	5	\$61,794	\$5,244
4	\$53,200	6	\$60,500	6	\$65,776	\$5,276
5	\$56,550	7	\$64,800	7	\$70,040	\$5,240
6	\$60,500	8	\$69,400	8	\$75,190	\$5,790
7	\$64,800	9	\$73,650	9	\$79,413	\$5,763
8	\$69,400	10	\$78,000	10	\$85,490	\$7,490
9	\$73,650	10	\$78,000	11	\$90,000	\$12,000
10	\$78,000	10	\$78,000	11	\$90,000	\$12,000

**For example:**

A teacher currently on step 4 is paid now \$53,200.

By 1 July 2021 they would have naturally progressed by annual increment to step 6 and be paid at \$60,500.

Under the settlement they would by 1 July 2021 be on step 6 and paid at the new rate of \$65,776

**TABLE 3: Whole term of settlement impact of new maximum steps for G1, 2, 3 (Trained scale, G3+)**

11/07/2019		1/07/2021		
Current step	Current rate	Progression step	Current rate	New rate
G1 M 6	\$60,500	8	\$69,400	\$75,190
G2 M 7	\$64,800	9	\$73,650	\$79,413
G3 M 9	\$73,650	10	\$78,000	\$85,490

Note: New combined maximum step for G1, G2 and G3 teachers.

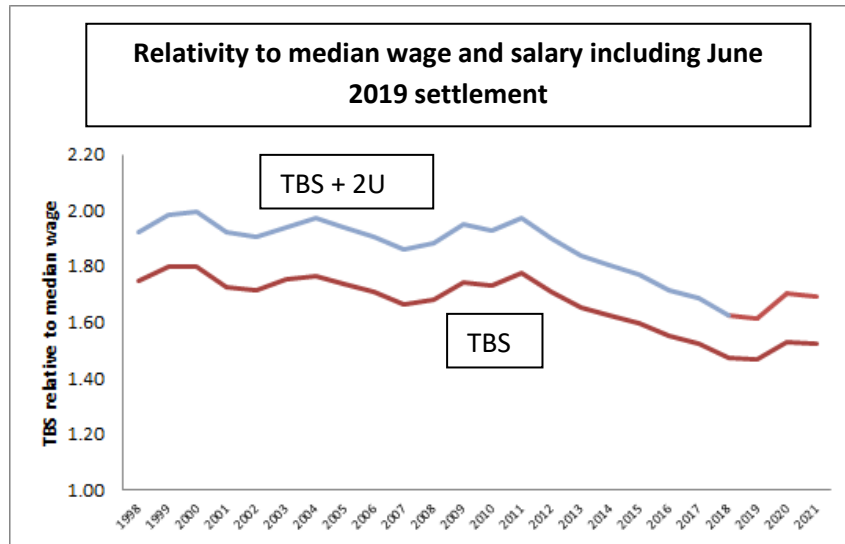
G1 and G2 teachers will continue to progress annually until they also reach step 10 (\$85,490)

**TABLE 4 Overall increases for unit/management allowance holders (4/09/2017 to 30/06/22)**

Top of scale plus:	Units										
MAs	0	1	2	3	4	5	6	7	8	9	10
0	15.4%	15.9%	16.3%	16.7%	17.0%	17.3%	17.6%	17.9%	18.2%	18.4%	18.6%
1	16.5%	16.9%	17.2%	17.6%	17.9%	18.2%	18.4%	18.7%	18.9%	19.1%	19.3%
2	17.5%	17.9%	18.2%	18.5%	18.8%	19.0%	19.2%	19.4%	19.6%	19.8%	20.0%

**NB. Units increase from 28 January 2020 to \$5,000 and MAs increase to \$2,000**

**Graph 1**                      **Impact on relativity to median wage and salary**



**Part B – Tripartite Accord**

**See TERMS OF ACCORD document.**