

**Secondary Principals’
Collective Agreement 2025–
2028**

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Part 1: Application of the Agreement

1.1 Coverage

- 1.1.1 This agreement is entered into by:
- (a) The Secretary for Education acting under delegation from the Public Service Commissioner made pursuant to clause 6 of Schedule 3 of the Public Service Act 2020 and acting in accordance with section 586(5) of the Education and Training Act 2020; and
 - (b) The New Zealand Post Primary Teachers' Association (NZPPTA); and
 - (c) The Secondary Principals' Association of New Zealand Inc (SPANZ Union).
- 1.1.2 In terms of section 586(6) of the Education and Training Act 2020 this agreement is binding on:
- (a) principals employed in State or State integrated secondary schools, as defined in 0(h), who are or who become members of the NZPPTA or SPANZ Union;
 - (b) every employer of a principal described in clauses 0(a).
- 1.1.3 In relation to new school boards the parties agree that:
- (a) where a new school board of a school is created from the establishment of a new State secondary (including integrated) school or the amalgamation or merger of any employers bound by this agreement, then the new board will in terms of clause (b) also be bound by this agreement;
 - (b) any board bound by this agreement in terms of clause (b) which whilst remaining a State secondary (including integrated) school changes its name will remain bound by this agreement;
 - (c) in accordance with section 586(6) of the Education and Training Act 2020, any board employing a principal who becomes a member of the NZPPTA or SPANZ Union will become bound by this agreement.
- 1.1.4 In relation to new appointments to the position of principal of a secondary school the following provisions will apply:
- (a) where the principal is a member of the NZPPTA or SPANZ Union, the principal will be employed according to the terms of this agreement and become bound by it.
 - (b) where the principal is not a member of NZPPTA nor has given their bargaining authority to SPANZ Union, the principal will be employed according to the terms of this agreement for the first 30 days, advised that they may join either NZPPTA or SPANZ Union and how to contact them and informed that if they joins either organisation, they will become bound by this collective agreement.
- 1.1.5 All previous contracts or agreements will be superseded by this agreement.

1.2 Name of Agreement

- 1.2.1 This Agreement will be called the Secondary Principals' Collective Agreement and referred to as "the agreement".

1.3 Term of Agreement

- 1.3.1 This agreement is effective from 9 December 2025 and will expire on 8 June 2028, except as provided by section 53 of the Employment Relations Act 2000.

1.4 Definitions

- 1.4.1 The following definitions apply unless the agreement otherwise specifies:
- (a) "Advertised" means advertised in the Education Gazette;
 - (b) "Converted School" has the same meaning as in clause 114 of Schedule 1 of the Education and Training Act 2020;
 - (c) "NZPPTA", means the New Zealand Post Primary Teachers' Association and "union" or "association" will have the same meaning;
 - (d) "Employer" or "board" means a school board or where a Commissioner has been appointed under the Education and Training Act 2020 to act in place of the school board, the Commissioner.
 - (e) **Note:** In relation to a dispute about the interpretation, application or operation of this agreement, the employer will act, if the Public Service Commissioner and/or the Secretary for Education acting under delegation so requires, together or in consultation with the Public Service Commissioner and/or the Secretary for Education;
 - (f) "Employee" means a principal who is, or who becomes bound by this agreement under its coverage provisions;
 - (g) "Principal" means a secondary school teacher who has been fully registered or provisionally registered or registered subject to confirmation by the Teaching Council of Aotearoa New Zealand (Teaching Council) and who has been appointed to the position of principal of a secondary school;
 - (h) "SPANZ Union" means the Secondary Principals' Association of New Zealand Inc;
 - (i) "Secondary school" means a year 9-13 or a year 7-13 school. This includes junior high schools and senior high schools;
 - (j) "Secondment" means a period where a principal takes agreed leave without pay from their Employer, in order to undertake fixed term employment with a Specified Education Sector Agency;
 - (k) Specified Education Sector Agency means Te Mahau, Te Tāhuhu o te Mātauranga | Ministry of Education, ERO, NZQA, Teaching Council and NZCER.
 - (l) "Transferred Employee" means any employee who was transferred from employment in a state or state integrated school to employment in a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020.

1.5 Declaration Pursuant to Education and Training Act

- 1.5.1 Pursuant to section 595 of the Education and Training Act 2020 the terms and conditions contained in this agreement are declared actual terms and conditions, provided that concurrence may be given from time to time by the Secretary for Education under authority delegated from the Public Service Commissioner to additional terms and conditions, where such terms are not inconsistent with the terms and conditions contained in this collective agreement; and/or to salary rates or allowances being treated as minimum rates, where there is agreement to this between the employer and the principal.

Note: Further information on concurrences can be found on the Ministry of Education's website at www.education.govt.nz.

1.6 Variation Clause

- 1.6.1 The parties agree that the terms and conditions contained in this agreement may be varied at any time by written agreement between NZPPTA and SPANZ Union on behalf of employees bound by this agreement and the Secretary for Education, acting under delegation from the Public Service Commissioner made pursuant to clause 6 of schedule 3 of the Public Service Act 2020; any such variation thereby binding employers of employees covered by the agreement in accordance with section 586(6) of the Education and Training Act 2020.

1.7 Retirement Savings

- 1.7.1 Principals are eligible to join KiwiSaver schemes in accordance with the terms of those schemes.
- 1.7.2 Employer or government contributions to retirement or superannuation schemes which are closed to new members (and include the Teachers' Retirement Savings Scheme, the State Sector Retirement Savings Scheme and the Government Superannuation Fund), will continue in accordance with the
- 1.7.3 A principal can receive an employer contribution to only one retirement scheme. A principal can choose which scheme that employer contribution will go to and is advised to consider the terms and conditions of each scheme in exercising that choice.

Part 2: General Provisions

2.1 Responsibilities of the Board

- 2.1.1 The board will act as a good employer in all its dealings with the principal. For the purposes of this agreement a good employer is an employer who treats employees fairly and properly in all aspects of their employment.
- 2.1.2 The board will take all reasonable steps to ensure that the principal is provided with adequate resources to fulfil the responsibilities and duties required of the principal under this collective agreement.

2.2 Responsibilities of the Principal

- 2.2.1 The principal will honestly and diligently carry out the duties and responsibilities as set out in the job description provided to them by the board on appointment and will work such reasonable hours as may be required for them to do so. It is recognised that this may necessitate more than 40 hours per week.
- 2.2.2 The principal will not, except so far as may be necessary for the proper performance of the principal's duties and responsibilities, or as may be required by law:
 - (a) disclose to any person any confidential or official information that has come to the principal's knowledge in the course of the performance of the principal's duties and responsibilities;
 - (b) use or attempt to use any such confidential or official information for the principal's own personal benefit, or for the benefit of any other person or organisation, or in any manner whatsoever.
- 2.2.3 Upon the termination of employment, the principal will deliver to the board any confidential or official information, and any other property of the school, the board or the Crown which may be in the principal's possession or under the principal's control.

2.3 Good Employer/Equal Employment Opportunities

- 2.3.1 Attention is drawn to section 597 of the Education and Training Act 2020 which outline the responsibilities of the employer with regard to the operation of a personnel policy that complies with the principles of being a good employer and the equal employment opportunity responsibilities of the employer.

2.4 Advertising Positions

All positions of at least one year's duration will be advertised nationally.

2.5 Permanent Positions

- 2.5.1 All appointments to advertised positions will be permanent unless there are genuine reasons based on reasonable grounds for appointment for a fixed term.

2.6 Health and Safety

- (a) The parties recognise the importance of ensuring good and safe working conditions through Health and Safety in the workplace and that it is a mutual obligation of the employer and employees to achieve this through a participative approach.
- (b) To this end, the employers and employees' attention is drawn to the Health and Safety at Work Act 2015. This and other legislation, relevant Codes of Practice and Guidelines are the reference points for gaining a common understanding of what those obligations are, what will assist in meeting those mutual obligations and also in promoting best practice.
- (c) Where a principal's health and safety is shown to be at risk in the carrying out of her/his duties the employer will take all reasonable steps as are necessary to remove or minimise the identified risk for the principal and if appropriate, to do so in consultation with the relevant health and safety authorities.
- (d) As part of its commitment to health and safety obligations, the school board will consult with the principal on appropriate supports for their wellbeing. This may, for example, include development of a wellbeing plan and regular mechanisms for boards to check in on the wellbeing of the principal and ensure they have appropriate support.

2.7 Secondments

- 2.7.1 Except where otherwise provided, time spent on Secondment to a Specified Education Sector Agency will be recognised as service within the Education Service.
- 2.7.2 Before the commencement of any secondment a Secondment Agreement will be entered into between the principal, their employing board and the Specified Education Sector Agency to which the principal will be seconded. The Secondment Agreement will detail the conditions associated with that secondment.

2.8 Working Relationship and Performance Matters

- 2.8.1 Where there is a problem in the working relationship between the principal and the board that has not been informally resolved and is to the detriment of the school, consideration will be given to appointing a mutually agreed and suitably qualified independent person to facilitate or mediate between the parties and/or undertake an impartial and objective assessment of the concern(s).
- 2.8.2 Both the board and the principal retain the right to choose to utilise Part Eleven of this agreement to resolve any issues arising from their working relationship.
- 2.8.3 Nothing in this collective agreement will be read to limit a board's ability to raise performance matters with a principal if it considers it warranted.

Part 3: Remuneration

- 3.0 A principal's remuneration will include the U Grade rate, the staffing funding component, the Equity Index payment (where provided for under clause 3.1.3), the payment for Leadership and Realising Youth Potential, the High Priority Principals' Allowance (where applicable), and the Secondary Principals' Career Allowance made under clause 0 (where applicable).

3.1 Principals' Salaries

3.1.1 The following U-grade rates will apply:

U Grade	Roll size	Current Rates	Rates effective 5 December 2025	Rate effective 5 December 2026
U1	1-50	\$118,003	\$120,953	\$123,493
U2	51-100	\$118,003	\$120,953	\$123,493
U3	101–150	\$118,003	\$120,953	\$123,493
U4	151–300	\$127,249	\$130,430	\$133,169
U5	301–500	\$136,495	\$139,907	\$142,845
U6	501–675	\$141,781	\$145,326	\$148,377
U7	676–850	\$147,284	\$150,966	\$154,136
U8	851–1025	\$152,789	\$156,609	\$159,898
U9	1026–1200	\$156,531	\$160,444	\$163,814
U10	1201–1400	\$160,273	\$164,280	\$167,730
U11	1401–1600	\$165,733	\$169,876	\$173,444
U12	1601–1800	\$171,195	\$175,475	\$179,160
U13	1801–2000	\$176,300	\$180,708	\$184,502
U14	2001–2200	\$181,407	\$185,942	\$189,847
U15	2201–2400	\$185,876	\$190,523	\$194,524
U16	2401-2600	\$190,347	\$195,106	\$199,203
U17	2601 - 2800		\$200,106	\$204,203
U18	2801 - 3000		\$205,106	\$209,203
U19	3001+		\$210,106	\$214,203

- 3.1.2 The staffing funding component (subject to the note below) is generated by the relevant formula below:

Total Teacher Staff (TTS)	Rate
≤ 13	$(\$822 * TTS) + \$3,201$
> 13	$(\$162 * TTS) + \$12,231$

The staffing funding component is based on total teacher staffing that includes entitlement, attached and resource staffing, in addition to entitlement staffing transfer, teacher specific time allowances and staffing for attached units under school boards as determined in the Ministry staffing notice. It does not include teachers who may be employed above entitlement from a board's operations funding.

Note: Any principal who continues to be eligible for the grandparenting of the previous supplementary grant formula as per the conditions of the promulgated Secondary Principals IEC 1998, will have this formula used to calculate the salary entitlement under 0. This will be subject to any conditions relating to that grandparenting that were applied at that time.

- 3.1.3 Principals in schools with an Equity Index number in the top 40% of the index (478 to 569) will also receive an Equity Index payment in addition to clauses 0 and 0. The Equity Index payment for each principal will be calculated by multiplying the Equity Index number of their school by nine, with the calculation to be undertaken annually.

Where a principal's remuneration is reduced either –

- (1) In the transition from the previous decile-based payment to the Equity Index payment, or
- (2) Because the annual Equity Index review process results in their school falling below the Equity Index number (478) that entitles them to an Equity Index payment –

then their salary will be protected for a 24-month period.

- 3.1.4 Leadership in Realising Youth Potential

- (a) Each principal of a secondary school will be entitled to:
 - (i) a per annum payment, paid fortnightly as below:

U-grade	Current Rate	Rates effective from 28 January 2026	Rates effective from 28 January 2027
U1	\$8,500	\$9,500	\$10,000
U2, U3, U4, U5, U6	\$12,000	\$13,000	\$13,500
U7, U8, U9	\$13,500	\$14,500	\$15,000
U10, U11, U12, U13	\$15,000	\$16,000	\$16,500
U14, U15, U16, U17, U18, U19	\$16,000	\$17,000	\$17,500

- (ii) a per student payment per annum, paid fortnightly, for each Year 11-15 students as below:

Year 11-15 students	Rate
Per student for schools with an EQI in the top 40% of the index (478 to 569)	\$6.37
Per student for all other schools	\$4.24

These payments are in recognition of the work that principals will do to develop and implement actions to increase the retention, engagement, and achievement of students in secondary schooling, help young people build on their qualifications when they leave school, and to progress along clear pathways into sustainable employment.

- (b) No student may create more than one payment in any one year. Foreign fee paying students and adult returning students are excluded from the per student payment in clause 00.

Note: The roll for determining this payment will be set annually and be the greater of the Guaranteed Minimum Formula Staffing (GMFS) roll or the March 1 confirmed roll of the following year.

3.2 Definition of Roll

- 3.2.1 For the purposes of determining a principal's U grade as per 0 and 0 "roll" will mean the greater of the GMFS roll or the 1 March roll of the following year, as determined by the relevant Staffing Order in Council, except that students who are included in the Ongoing Resourcing Scheme (at 1 July for the September school roll purposes) will be counted on the following basis:
- students classified as "very high" under the Ongoing Resourcing Scheme will be counted as six instead of one;
 - students classified as "high" under the Ongoing Resourcing Scheme will be counted as three instead of one.

3.3 Expenses

- 3.3.1 The principal will be reimbursed for actual and reasonable expenses they incur in the proper performance of their duties. They will be reimbursed in accordance with the reimbursement provisions of the Secondary Teachers' Collective Agreement, or as approved by the board. Reimbursement will be made out of the school's operational funds.
- 3.3.2 Removal expenses will be available to the principal and funded by the Ministry as provided for in 0 of this agreement.

3.4 Changes to U-Grade and Decile or Equity Index Funding

- 3.4.1 Where the salary rate of the principal as specified in clause 0 changes as a result of a drop in the U grade of the position (determined by the greater of the GMFS roll or the confirmed 1 March roll of the following year) and the principal's salary exceeds the rate for the new U grade, the following will apply:
- (a) the amount of the principal's U grade payment above the rate for the new U grade will be protected for a period of 24 months inclusive of the school year that the new U grade is confirmed in the 1 March roll;
 - (b) after the 24 month period of U grade protection, the principal will be paid no more than the appropriate U grade for the position;
 - (c) U grade protection under this clause will lapse if the principal accepts an alternative position or is appointed to a new position in another school.
- 3.4.2 Where the U grade of the principal's position increases, (as determined by the greater of the GMFS or the confirmed 1 March roll of the following year), the principal will move to the new U grade rate from the beginning of the new school year in which the 1 March roll is determined.
- 3.4.3 For clarity, salary protection includes the U grade (clause 0) and any applicable equity index rating (clause 0). It does not include the salary generated by the staffing funding component formula in clause 0, the Secondary Principals Career Structure allowance (clause 0) and the payment for leadership in realising youth potential (clause 0).
- 3.4.4 In the event of a change in the school's equity index rating the change in the equity index rate will be effective from the beginning of the following year; except that where the change to the equity index would reduce the equity index rating of the principal, the existing rate will be protected for a period of 24 months from the first day the change takes effect.
- 3.4.5 In the event that the equity index component of the principals' current remuneration structure is removed the existing rate will be protected for a period of 24 months from the first day the change takes effect.

3.5 General

- 3.5.1 The remuneration received by the principal pursuant to this agreement will be deemed to compensate fully the principal for all time worked and duties performed under this agreement.
- 3.5.2 Nothing in this agreement will affect the principal's entitlement to continue making contributions to the Government Superannuation Fund and to receive all benefits that the principal may be entitled to under the Government Superannuation Fund Act.

- 3.5.3 Nothing in this agreement will affect the principal's entitlement to continue making contributions to the State Sector Retirement Savings Scheme (SSRSS) and Teacher Retirement Savings Scheme (TRSS) and other government approved retirement savings schemes and to receive all the benefits that the principals may be entitled to under these schemes.
- 3.5.6 It is noted that the rules for the retirement schemes differ with regard to the components of remuneration which form part of the contributions to the schemes.

3.6 High Priority Principals' Allowance

The High Priority Principals' Allowance (HPPA) provisions below will apply to principals employed in those secondary schools identified by Te Tāhuhu o te Mātauranga | the Ministry of Education as requiring additional support for recruitment and retention. The schools identified by the Ministry are those set out in separate advice and may be changed by the Ministry as needs change, no more than annually, after consultation with the NZPPTA and SPANZ Union.

- (a) Full-time fully registered teachers employed as principal on a permanent or long-term relieving basis of two consecutive terms or more will be entitled to receive the allowance of \$3000 per annum.
- (b) Principals moving to a school which has been designated as a HPPA status are entitled to either the transfer and removal provisions of this agreement or the National Relocation Grant. On completion of a minimum of three years' continuous service in one or more HPPA schools a principal will have access to the transfer and removal provisions of this Agreement when moving from this category of school to another principal position in a state or integrated school.
- (c) In the event that a school is removed from the HPPA coverage, a principal in receipt of the HPPA immediately prior to that change, will continue to receive the allowance until the end of the school year. Principals so affected will retain their entitlement to the transfer and removal provisions of this Agreement for a further three years.
- (d) A principal in receipt of the Principal Recruitment Allowance is not entitled to receive the High Priority Principals' Allowance at the same time.

3.7 Allowance for Kāhui Ako Leadership Role and the Recognition of Other Leadership Responsibilities

- 3.7.1 Each Kāhui Ako will be entitled to recruit a Kāhui Ako Leadership role from within the Kāhui Ako, and be entitled to allocate an allowance to the principal for undertaking that role.
- (a) The following are two approved arrangements for the appointment of a secondary school principal to a Kāhui Ako Leadership role within a Kāhui Ako that has a secondary school(s):
 - (b) One principal appointed to the Kāhui Ako Leadership role who is paid an allowance of \$30,000 per annum; or
 - (i) One principal appointed to the Kāhui Ako Leadership role who is paid an allowance of \$25,000 per annum; and

- (ii) Up to two principals appointed to undertake other leadership responsibilities, defined in substance and time by the Kāhui Ako shared achievement plan, who are each entitled to receive an allowance of \$2,500 per annum. A principal will be selected on the basis of their ability to provide the specific expertise required.

Note: that in both arrangements this is in addition to other remuneration, including career structure payments.

- 3.7.3 Each appointment to the Kāhui Ako Leadership role is subject to an agreed selection process and criteria (affirmed by an external professional adviser).
- 3.7.4 The allocation of other leadership responsibilities to a principal (or principals) is defined in substance and time by the Kāhui Ako shared achievement plan.
- 3.7.5 The period of the appointment for the Kāhui Ako Leadership role or for principal(s) allocated other leadership responsibilities will be determined by the Kāhui Ako according to its shared achievement plan. The period of the appointment/s will be for a fixed period of up to two (2) years, as agreed by the principal/s and the employing board/s and subject to clauses 0, 0, 0 and 0 below.
- 3.7.6 The appointment of a principal to the role outlined in clause 0 may be renewed by the employing board for a maximum of one further period of up to two (2) years, subject to clauses 0, 0 and 0 below, the agreement of the principal and employing board, and any conditions set by the Secretary under clause 0 below.
- 3.7.7 Where a Kāhui Ako is unable to make an appointment to the Kāhui Ako Leadership role from the existing principals from within the Kāhui Ako, the Secretary for Education may agree to alternative appointments other than those outlined in clause (a) above. This may result in alternative arrangements for the payment of the allowance(s) outlined in clause 3.7.2 above and for the provision of the time allowance outlined in clause 0 below. This approval may be subject to conditions.
- 3.7.8 Where an acting appointment to the Kāhui Ako Leadership role becomes necessary, the allowance, or part thereof as appropriate, will be payable to the appointee(s) undertaking that acting role.
- 3.7.9 The employing board, or boards in combination, will receive in total a 0.4 FTE time allowance for the fixed period of the appointment to enable the appointee(s) to fulfil the functions of the role. For clarity, this does not apply in respect of principals allocated other leadership responsibilities.

- 3.7.10 The allowance for the Kāhui Ako Leadership role or for principal(s) allocated other leadership responsibilities may be suspended by the employing board(s) where the principal is undergoing competency processes as outlined in clause 0, and/or disciplinary processes as outlined in clause 0.
- 3.7.11 The allowance for the Kāhui Ako Leadership role or for principal(s) allocated other leadership responsibilities will cease to be payable in the following circumstances:
- (a) where the principal ceases to be employed as a principal at that school; or
 - (b) where, with the agreement of the board, in consultation with the Kāhui Ako, the principal voluntarily relinquishes the role; or
 - (c) where the fixed period of the allowance ends, regardless of whether the principal remains employed at that school; or
 - (d) where the board becomes ineligible to make the allowance available, (in such circumstances the principal will be provided with three months' notice, except where there is a lesser period due to the expiry of the fixed term).

3.8 Principal Recruitment Allowance

- 3.8.1 The Secretary for Education may grant approval to a school board to pay its principal an allowance of \$50,000 per annum for a fixed period of three years subject to clauses 0 to 0 below.
- 3.8.2 The approval is subject to any conditions determined by the Secretary.
- 3.8.3 The allowance may be renewed by the board subject to the prior approval of the Secretary, for a maximum of two further periods of up to two years each.
- 3.8.4 The allowance may be suspended by the board while the principal is undergoing competency processes, or disciplinary processes (or both) as outlined in clauses 0 and/or 0 respectively.
- 3.8.5 The allowance will cease to become payable in the following circumstances:
- (a) where the principal ceases to be employed as a principal at that school; or
 - (b) when the fixed period of the allowance ends, regardless of whether the principal remains employed at that school.

3.9 Māori Immersion Teacher Allowance

- (a) The purpose of this allowance is to give practical recognition to te reo Māori as a taonga to be actively protected under te Tiriti o Waitangi and to recognise the special and valued skills and knowledge kaiako must have to teach the curriculum in te reo Māori.

- (b) A principal is eligible for an allowance described in clause 0(c) if they meet the minimum teaching time requirements in that clause and have the language proficiency necessary to teach the curriculum in te reo Māori for the period required by the language immersion level in which they are engaged.
- (c) All principals who teach te reo Māori immersion classes at levels one, two or three for at least six timetabled hours per week, will receive the allowance that relates to the highest language Level in which they are teaching and their years of service at that level as provided for in the table below.

Teaching time curriculum taught in Te Reo Māori	Rates from 5 December 2025		
	Level 1 (81% to 100%)	Level 2 (51% to 80%)	Level 3 (31% to 50%)
Base allowance	\$6,000	\$5,000	\$4,000
After 3 years service	+\$4,000	+\$2,000	-
Total after 3 years service	\$10,000	\$7,000	-
After 6 years service	+\$6,000	+\$3,000	-
Total after 6 years	\$12,000	\$8,000	\$4,000

- (d) A principal can only receive one allowance i.e., they cannot receive a Level 1, a Level 2, and/or a Level 3 allowance concurrently. The employer will advise when a change of circumstances alters the allowance a principal is eligible to receive.
- (e) Service for the payment of the Level 2 allowance will include any periods of teaching service in Māori immersion Level 1 or Level 2 including as a transferred employee. Service for the payment at Level 1 will include any teaching service at Level 1 Māori immersion, (including as a transferred employee) only.

3.10 Principal Mentor Allowance

- (a) Where an Employer is advised by the Ministry of Education that the principal has been selected to act as a mentor in a national mentoring programme approved by the Ministry of Education, the principal will be entitled to a Principal Mentor Allowance while they are acting as a mentor, in accordance with clauses 3.10 (b) - (e).
- (b) The mentoring allowance is \$5,000 per annum
- (c) The mentoring allowance will be paid fortnightly with the principal's salary, including during periods of paid leave.
- (d) The principal's participation as a mentor will be managed in accordance with the programme and is conditional on the continued consent of the Employer. The Employer will be advised through this programme when to provide written notice to the principal of when the mentoring role will start and end.
- (e) The Employer or the Principal may end the principal's participation as a mentor with one term's written notice.

Part 4: Professional Leadership and Growth

4.1 Professional Growth Cycle

- 4.1.1 The principal will participate in an annual Professional Growth Cycle and be issued with an annual statement as set out in the Elements for the Professional Growth Cycle for Principals, Tumuaki and ECE Professional Leaders agreed by the profession: <https://teachingcouncil.nz/practice/professional-growth-cycle/>.

4.2 Clarification of Relationship between Professional Growth Cycle and Performance Processes

- 4.2.1 The Professional Growth Cycle is different to, and will be kept separate from, any processes relating to the principal's performance.

4.3 Secondary Principals' Career Structure

- (a) This clause outlines a career progression for secondary principals who meet the professional criteria as affirmed by their board and the service criteria. Payments made under this clause are to encourage and recognise individual professional growth, leadership and contribution of a secondary principal.
- (b) Provided that the principal has completed a Professional Growth Cycle and provided with an annual statement as in clause 0 within the last 12 months, principals covered by this collective agreement will be entitled to a career allowance based on clauses 0(c) - (j) and the following service and professional criteria:

Stage	Service criteria	Professional criteria
1 – Beginning principalship	• Minimum of 3 years continuous service as a principal in a New Zealand State or State Integrated Secondary School or as a transferred employee, including any periods of Secondment to a Specified Education Sector Agency.	• Completing Professional Growth Cycles and providing summary statements (as in clause 0). • Completion of the First Time Beginning Principals' Programme (or similar) • Participation in a professional learning and development plan which may involve (but is not limited to) mentoring, professional supervision, study or a professional learning and development project identified in a Professional Growth Cycle.

Stage	Service criteria	Professional criteria
2 – Experienced principal	Minimum of 6 years continuous service as a principal in a New Zealand State or State Integrated Secondary School or as a transferred employee, including any periods of Secondment to Specified Education Sector Agency.	- Completing Professional Growth Cycles and providing summary statements (as in clause 0). - Participation in a professional learning and development plan that demonstrates professional growth, including pedagogical leadership. This could be through further tertiary study/qualifications, a sabbatical project or professional learning project in own school context. - Grow and distribute leadership within their school. - Engage in active collaboration with colleagues across learning communities. - Plays an ongoing role in developing leadership talent in their school.
3 – Leading principal	Minimum of 9 years continuous service as a principal in a New Zealand State or State Integrated Secondary School or as a transferred employee, including any periods of Secondment to Specified Education Sector Agency.	- Meeting the requirements of the experience principal (as above) (a) Contribution to or leadership of a learning or professional community that contributes to the wider education sector. - Grow and distribute leadership within their school. - Engage in active collaboration with colleagues across learning communities. - Plays an ongoing role in developing leadership talent in their school

- (c) The board is responsible for verifying that the principal meets the professional criteria (for example check that the Professional Growth Cycle has been successfully completed and check that the annual statement has been provided), after which one of the following career allowances will be made and paid fortnightly. A principal can only receive one payment under clause 0(d) at any one time.
- (d) The annual career allowances for a secondary principal who meets the service and professional criteria are as follows:

Stage	Current Rate	Rates effective from 28 January 2026
1 – Beginning principalship	\$3,714	\$5,214
2 – Experienced principal	\$7,428	\$8,928
3 – Leading principal	\$11,143	\$12,643

- (e) For the purposes of this clause continuous service is not broken by a gap in principalship of up to three years. Service as a principal in a New Zealand State or State Integrated area school or as a transferred employee will be included in the calculation of service under the service criteria, provided that at the time of applying the principal has completed at least a year in a New Zealand State or State Integrated secondary school.
- (f) Service will not be counted for periods of time spent:
 - (i) on leave without pay, other than when on Secondment to a Specified Education Sector Agency;
 - (ii) on secondment (other than as a principal in another school or to
 - (iii) an Specified Education Sector Agency);
 - (iv) as supernumerary in a teaching role;
 - (v) as a relief or acting principal (except where the acting or relief principal moves directly to a substantive principal role).
- (g) Recognition of service as a transferred employee at a converted school is conditional on the employee providing records from the converted school which show the employee's length of service, how much leave without pay has been taken, and any other information necessary to determine the length of service under clauses 00 and (f);
- (h) When there is a break of more than three years' service before reappointment as a secondary principal, previous experience as a principal will be credited as one half year of service for each complete year of principalship (that would otherwise be eligible as service for this allowance), allowing the principal the possibility of moving directly to any of the three career stages providing they meets the relevant professional criteria, provided that:
 - (i) at the time of eligibility they have completed one year in their current position;
 - (i) that while they were on the break for three years or more the principal consistently maintained their teacher registration;

Where the principal does not meet these requirements, three years' service must be completed prior to the previous experience as a principal being credited as one half year of service for each complete year of principalship (that would otherwise be eligible as service for this allowance).
- (i) Secondary principals employed as at 17 February 2011 who have met the service criteria of stage one (or higher) but have not participated in a First Time Principals' Programme and who are no longer eligible to do so will demonstrate through their professional learning and development plan that they have participated in professional learning activities similar to the First Time Principals' Programme.
- (j) A principal who is undergoing corrective action pursuant to clauses 0or 0of this agreement will not receive the career allowance from the commencement of the procedure until such time as the corrective action has successfully been completed at which time the career allowance recommences.

- (k) To maintain eligibility for the career allowance, every three years the principal's school board must re-affirm that the principal has completed a Professional Growth Cycle within the previous 12 months (consistent with clause 0).

4.4 NCEA Change Implementation Allowance

4.4.1 In recognition of the additional leadership, coordination, and implementation responsibilities arising from the introduction of the revised NCEA and associated curriculum changes during the term of the agreement, an NCEA Change Implementation allowance as set out in clause 4.4.2 shall be payable to the principal.

4.4.2 Subject to clause 4.4.3 below, the allowance will be paid in five instalments as follows:

Pay period	NCEA Change Implementation Allowance Payment
10 December 2025 to 23 December 2025	\$3,000
24 June 2026 to 7 July 2026	\$3,000
9 December 2026 to 22 December 2026	\$3,000
23 June 2027 to 6 July 2027	\$3,000
8 December 2027 to 21 December 2027	\$3,000

4.4.3 A principal is not entitled to payment of the relevant allowance under clause 4.4.2 where:

- (a) the principal is on leave without pay of six months or more as at the pay period the instalment is due; or
- (b) in the preceding school year the principal took six months or more leave without pay (either in one continuous period or accumulated across the school year).
- (c) the principal is undergoing competency processes as outlined in clause 6.2.2, and/or disciplinary processes as outlined in clause 6.3.

4.4.4 Where a principal who is entitled to the allowance is on leave without pay in the pay period the instalment is due, the allowance will be made on their return to their role during the term of this collective.

Part 5: Leave

5.1 Eligibility

- 5.1.1 Only principals appointed to permanent positions are entitled to the leave provided in this part, unless otherwise stated.

5.2 Sick Leave

5.2.1 Entitlement

- (a) A principal is entitled to sick leave on pay on account of sickness or injury as follows:

	Entitlement	Aggregated Sick Leave Entitlement
Upon first appointment to a teaching position in a state or state integrated school	20 days	20 days
6 months service	10 days	30 days
12 months service	10 days	40 days
18 months service	10 days	50 days
24 months service	10 days	60 days
30 months service	10 days	70 days
Each subsequent 12 months of completed continuous service	10 days	+10 days

- (b) The amount of sick leave available will be the principal's aggregated sick leave entitlement set out in the table above, less the total amount of paid sick leave the principal has taken during their aggregate teaching service to date.
- (c) For the purposes of sick leave, "aggregate teaching service" is the
- aggregate of:
 - All full and part-time employment as a teacher or principal in any state or state-integrated school; plus
 - Any service granted under clause 0 below; and
 - All short-term relief worked in any state or state-integrated school on the basis that every 190 days or 950 hours equals one year of sick leave service.
- (d) The amount of sick leave available to a principal returning to teaching service following a break in service will be the balance that applied on their last day of employment plus any additional entitlement that may be credited under clause 0. Any part-year employment completed prior to the break in service will be counted towards the timing of their next entitlement after return to service. Further entitlements will be granted when the principal reaches the next entitlement threshold as outlined in clause 0(a) above.

- 5.2.2 Recognition of other employment for additional sick leave purposes
- (a) Upon first appointment to a teaching or principal position (whichever is first) in a state or state integrated school, or following a break in service, the following employment outside of state or state-integrated schools will be recognised for sick leave purposes:
- (i) Employment as a teacher or principal in a New Zealand free kindergarten association, university, or polytechnic and/or employment as a teacher or principal in Fiji, Cook Islands, Tonga, Samoa or Niue. For this purpose, permanent part-time employment and non-permanent employment that consists of employment for 20 hours or more per week will be recognised as full-time employment under this Agreement. Non-permanent part-time employment of less than 20 hours per week will be credited as follows:
- 80 hours are recognised as the equivalent of one month of employment under this agreement, and
 - 1000 hours are recognised as the equivalent of one year of employment under this agreement.
- (ii) Employment in the New Zealand Public Service and/or Armed Forces may be credited on such terms as the Secretary for Education may agree.
- (b) Any sick leave entitlement credited under clause 0(a) will be reduced by the amount of sick leave taken during the applicable periods of employment.
- (c) Periods of Secondment to a Specified Education Sector Agency on a full-time or part-time basis, where that consists of employment with the Specified Education Sector Agency for 20 hours or more per week. The principal will provide a certificate of service at the cessation of each Secondment confirming their service while Seconded and any sick leave that they took while Seconded. Any sick leave taken during the Secondment will be deducted from the principal's sick leave balance at the end of the Secondment.
- (d) Employment as a transferred employee will be recognised as service for sick leave purposes, provided that:
- (i) any sick leave taken while employed as a transferred employee at a converted school will be deducted from the employee's sick leave balance,
- (ii) recognition of service as a transferred employee at a converted school is conditional on the employee providing leave records from the converted school which show the employee's length of service, how many days' sick leave was taken at the converted school, and any other information necessary to determine sick leave entitlements.

5.2.3 Taking sick leave

- (a) A principal who has sick leave entitlement available under clause 0 may take sick leave on pay when they are absent because they are sick or injured or where the principal's spouse, partner, or someone dependant on the principal for care is sick or injured.
- (b) The employer may grant paid sick leave in advance from the principal's next annual entitlement i.e., up to 10 days, which will be deducted from their next annual entitlement.
- (c) Principals will have sick leave deducted from their entitlements set out in clause 0 above as follows:
 - (i) Sick leave is only deducted on days that the school is open for instruction, and on which the principal would normally have worked.
 - (ii) Sick leave will not be deducted for an absence that is less than two hours.

5.2.4 Medical Evidence

- (a) While a medical certificate will not normally be required for leave of up to five consecutive calendar days, where it is considered warranted, an employer may require a principal to produce a medical certificate or other evidence of sickness or injury satisfactory to the employer. For sick leave within three consecutive calendar days (whether or not the days would otherwise be working days for the principal) the employer may inform the principal that proof of sickness or injury is required and, if so, the employer will agree to meet the employee's reasonable expenses in obtaining the proof.
- (b) When more than five consecutive calendar days sick leave is taken the employer may require the principal to provide a medical certificate from a registered health practitioner. If the principal cannot obtain a medical certificate other evidence of sickness or injury satisfactory to the employer may be provided.
- (c) When a period of sick leave exceeds 14 working days the employer may require the principal to:
 - (i) provide a medical certificate from a registered health practitioner stating the expected date the principal will be able to return to work. The employer may require the principal to provide further medical certificates should the sick leave continue beyond the expected date of return stated in this or subsequent medical certificates.
 - (ii) obtain a second medical opinion from an independent registered health practitioner nominated by the employer and agreed to by the principal, provided that such agreement will not be unreasonably withheld. The cost of a second medical opinion will be met by the employer.

5.2.5 Principals temporarily working reduced hours on account of sickness

- (a) The employer may allow at its discretion a principal who has been on sick leave to return to duty on a reduced hours basis, usually for a period of no more than six weeks, if:

- (i) the principal's doctor recommends and provides a medical clearance for the return to work, and
- (ii) there would be no staffing or timetabling problems for the school.

5.2.6 Absences due to an injury or accident covered by the Accident Compensation Corporation

- (a) When a principal is absent on account of a work-related injury by accident that is covered by the Accident Compensation Corporation, no sick leave will be deducted for the period of absence.
- (b) When a principal is absent on account of a non-work-related injury by accident covered by the Accident Compensation Corporation the payment of earnings-related compensation plus the principal's sick leave (where leave is available) will equal the principal's normal remuneration.

5.2.7 Disregarded sick leave

- (a) Subject to (e) below, disregarded sick leave not exceeding an overall aggregate of two years will be granted by the Secretary for Education where in the opinion of the Secretary one of the following conditions has been met:
 - (i) The sickness can be traced directly to the conditions or circumstances under which the principal is working; or
 - (ii) The injury occurred in the discharge of the principal's duties through no fault of the principal and where no payment has been made by the Accident Compensation Corporation; or
 - (iii) The principal has contracted a notifiable disease listed in Part 1 of Schedule 1 of the Health Act 1956, and the principal is either:
 - 1. Complying with a written request or direction from a Medical Officer of Health under the Health Act 1956 to refrain from attending school for a specified period, or
 - 2. Is otherwise required by relevant Public Health Order to refrain from attending school for a specified period.
 - (iv) The principal has contracted hepatitis or tuberculosis, where the period of disregarded sick leave is the time that the principal's treating registered medical practitioner decides is necessary for the principal to remain away from school; or
 - (v) The absence was due to war injury or service.
- (b) Where sick leave has been deducted for any period granted as disregarded sick leave under 0(a)(i) to 0(a)(v) above, the sick leave will be reinstated.
- (c) Disregarded sick leave is additional to any period of absence on account of sickness or injury to which the principal is entitled with full salary in accordance with the scale set out in clause 0 above.
- (d) Fixed term or relieving principals will only be granted disregarded sick leave, as provided for in clause 0(a) above, where they have been in continuous employment before the date of application.
- (e) Disregarded sick leave will not be granted:
 - (i) Where circumstances leading to a complaint against the employer or a personal grievance have substantially caused the sickness.

- (ii) Where the employee being subject to a disciplinary or performance management process has substantially caused the sickness.
- (iii) Where the employer has agreed to support an application for disregarded sick leave as part of settlement of an employment relationship problem or a negotiated exit from employment.
- (iv) Where payment has been made by the Accident Compensation Corporation.
- (f) For the avoidance of doubt:
 - (i) Where an employee qualifies for disregarded sick leave, that qualification is not lost by subsequent lodging or pursuit of a personal grievance, nor by the employer's subsequent initiation of a performance management process.
 - (ii) If a personal grievance is lodged as the result of the employer's handling of an employee's request for disregarded sick leave, this does not disqualify the employee from being granted disregarded sick leave.
 - (iii) illnesses (including those that are stress-related) that are not barred by (e) above can confer eligibility for disregarded sick leave

5.2.9 Holiday pay deductions

- (a) Holiday pay is not reduced for periods of sick leave with pay.
- (b) When principals have used their current sick leave entitlement holiday pay may be reduced for periods of sick leave without pay on the following conditions:
 - (i) No deduction is to be made from the holiday pay of principals for periods of sick leave without pay for periods not exceeding 90 calendar days in any one school year.
 - (ii) Where the total amount of sick/accident leave without pay is in excess of 90 calendar days the deduction is based on the period subsequent to the initial 90 calendar days. The initial 90 calendar days are unaffected.
- (c) Principals with a current sick leave entitlement who apply to receive sick leave without pay will have holiday pay reduced in proportion to the unpaid leave taken (as per clause 0(b) above) and should be advised of this when notified of the approval of sick leave without pay.

5.3 Parental Provisions

5.3.1 The principal is entitled to take parental leave under the Parental Leave and Employment Protection Act 1987 (PLEPA). In addition to the principal's rights under the PLEPA the following will apply:

- (a) Parental leave may commence at any time during the pregnancy subject to the principal giving the employer one month's notice in writing, supported by a medical certificate. A shorter period of notice will be accepted on the recommendation of a medical practitioner. The principal can take up to 12 months unpaid leave from the date of birth, or in the case of adoption, whangai or Home for Life placement of a child under the age of six years, from the date the principal becomes the primary carer.

- (b) The principal's position will be held open (subject to transfer and redeployment provisions) for the duration of their parental leave. If a relieving principal is employed it will be a condition of the relieving appointment that it will be terminated by the board concerned within one month from the date that the permanent incumbent gives notice of their intention to return to work early. A principal must give their board at least one month's notice if it is their intention to return to work before their parental leave expires. This provision will not apply in the case of a principal who has had a miscarriage or a stillborn child. In such cases the principal may elect to return to work immediately.
- (c) A principal intending to resign because of pregnancy must be advised of their right to take parental leave.
- (d) If a principal is granted parental leave, or leave equivalent to parental leave while seconded to a Specified Education Sector Agency, the following provisions will apply:
 - (i) The principal must give the same notice(s) which would otherwise apply under the PLEPA to the employer, in addition to the Specified Education Sector Agency they are seconded to
 - (ii) Provided the principal has met the notice period above, the employer will grant the principal sufficient leave that they are able to take up to 12 months unpaid leave from the date of birth, or in the case of adoption, whangai or Home for Life placement of a child under the age of six years from the date the principal becomes the primary carer. The principal is entitled to the protections in clauses 0(b) and (c).
- (e) Service as a transferred employee will be recognised for the purposes of eligibility to take parental leave.

5.3.2 Parental Grant

A principal who takes parental leave in order to be the primary carer or resigns due to pregnancy is entitled to a payment equal to 6 weeks' salary, calculated at the rate applicable in the principal's last working week prior to the commencement of their primary carer leave or date of resignation. However, a principal who works less than full normal hours for a short period only, prior to taking primary carer leave, may have their case for full payment considered by the employer. The payment is not pro-rated if the principal takes less than 6 weeks' leave. The grant is payable following production of a birth certificate or suitable evidence of placement.

Primary carer means:

The biological parent of the child, or their spouse or partner, where they take primary responsibility for the care, development, and upbringing of the child during the first six weeks of parental leave.

In the case of adoption, whangai or Home for Life placement, the person who takes permanent primary responsibility for the care development and upbringing of the child.

- 5.3.3 Sick leave during pregnancy and while on Parental Leave
- (a) Periods of illness due to pregnancy prior to the birth may be charged against the principal's sick leave entitlement. Normal rules for sick leave with regard to production of a medical certificate apply.
 - (b) Once the principal has commenced parental leave, any day(s) of sickness must be leave without pay and in no circumstances may a principal have an absence during or following the birth of the child credited against their sick leave entitlement.

5.4 Bereavement/Tangihanga Leave for Death in New Zealand or Overseas

- 5.4.1 Principals will be granted special bereavement/tangihanga leave on pay for a principal to discharge any obligation and/or to pay respects to a deceased spouse or partner, child, sibling, grandparent, grandchild or spouse or partner's parent.
- 5.4.2 Principals will also be granted leave with pay to allow a reasonable opportunity to discharge their obligations and/or to pay their respects to a deceased person with whom they have had a close association. Such obligations may exist because of blood or family ties or because of particular cultural requirements such as attendance at all or part of a tangihanga (or its equivalent). In granting time off therefore, and for how long, the following points must be taken into account:
- (a) The closeness of the association between the principal and the deceased;
(**Note:** This association need not be a blood relationship.)
 - (b) Whether the principal has to take significant responsibility for any or all of the arrangements to do with the ceremonies resulting from the death;
 - (c) The amount of time needed to discharge properly any responsibilities or obligations;
 - (d) Reasonable travelling time should be allowed, but for cases involving overseas travel that may not be the full period of travel;
 - (e) A decision must be made as quickly as possible so that the principal is given maximum time possible to make any arrangements necessary. In most cases the necessary approval will be given immediately, but may be given retrospectively where necessary;
 - (f) If paid special leave is not appropriate then leave without pay should be granted.
- 5.4.3 If a bereavement occurs while a principal is absent on annual leave, sick leave with pay, or other special leave with pay, such leave will be interrupted and bereavement leave granted in terms of clauses 0 and 0 above. This provision will not apply if the principal is on leave without pay.

5.4 Nga Whakarite Tuku Tangihanga

5.4.4 Mo te mate i roto o Aotearoa, ki tawahi ranei.

5.4.5 Ka taea te tuku i tetahi kaiako me te utu ano hoki, kia watea ki te whakarite i nga ahuatanga ki te whakatakoto i tona aroha ranei ki tetahi tupapaku, i tino tata atu mohiotia hoki e ia. Tera pea nona ake, he whanaunga tonu ranei, i raro i nga ahuatanga a iwi ranei kia tae atu ki tetahi wahanga, ki te katoa ranei o te wa o te tangihanga, hura kohatu, etahi atu tikanga a rite ranei.

5.4.6 No reira mo tenei tu ahua tuku, me te roa o te tuku kia watea, me whai i nga ahuatanga e whai ake nei:

- (a) Te tata atu o te kaiako ki te tupapaku (kia mohio: tenei tata e ki ana me toto tonu nou);
- (b) Mehemea he wahanga nui ta te kaimahi ki te whakahaere, kaore ranei, I nga whakariterite mo te tangihanga;
- (c) Te wa tuku kia watea e hiahiatia ana, mo enei whakahaere, whakariterite hei mahi mana;
- (d) Me whakaaetia tetahi wa e tika ana mo te haere atu hoki mai, engari mena he haere ki tawahi kaore pea e whakaritea mo te katoa o te haere, hoki mai ano hoki;
- (e) Kia tere tonu te whakatau i te tono kia tere ai te watea o te kaiako ki te whakariterite i nga mea katoa e pa ana ki a ia. I te nuinga o enei tu ahuatanga ka hoatu tonutia te whakaae, engari i etahi wa, kua tae kua hoki mai ke te kaimahi ki te tanihanga, i mua o te hoatutanga i te whakaae mena e tika ana;
- (f) Mehemea kaore e tika ana kia whiwhi i tenei tuku whakawatea me te utu hoki, tera pea ka whakaaetia kia tangohia atu i o whakawatea (hararei) a tau, whakawatea mo te kore utu ranei, engari koinei te mutunga.

5.4.7 Mehemea ka pa mai he aitua ki tetahi kaiako i te wa o tana whakawatea a tau, o tana whakawatea a turoro (me te utu), o etahi atu whakawatea hirahira (me te utu) ranei, ka taea te whakatarewa i taua whakawatea, kia pai ai te tuku whakawatea tangihanga ki a ia i raro o te ture 0–0i runga ake nei. Kaore tenei whakaarotanga e tukuna mehemea kaore te kaiako i te utua mo te wa whakawatea.

5.5 Leave for Family Reasons

5.5.1 A principal may be granted leave for family reasons subject to meeting the requirements as provided for in clauses 0–0 below. Relieving principals may be granted leave for family reasons as for permanent principals.

- (a) Definition – for the purposes of clause 0, the terms “near relative” and “near relative-in-law” mean the principal’s: Grandparents, Father-in-law, Sons-in-law, Grandchildren, Mother-in-law, Daughters-in-law. The terms do not exist beyond those degrees of relationship.

5.5.2 Serious Illness

- (a) A principal may be granted leave with pay on account of serious accident or a crisis in a severe illness of a:
 - (i) partner, child, parent, brother or sister – two days;
 - (ii) a near relative, near relative-in-law or a member of the principal's household – one day.
- (b) The maximum period of leave on full pay that may be granted for this purpose, including travelling time, is seven days.

5.5.3 Leave for Sickness in the Home

- (a) The board may grant a principal leave with pay as a charge against a sick leave entitlement when the principal must be absent from work to attend to a member of the household who through illness becomes dependent on the principal. Members of the household may include the principal's child, partner, or any other member of the principal's family or household.
- (b) Approval is not to be given for absences during or in connection with the birth of a principal's child. Such situations should be covered by leave without pay, paternity leave, annual leave or anticipated annual leave.

5.5.4 Recurring Serious Illness

When a principal applies for several periods of leave because of recurring illness in the family the board has a discretion as to how many times leave with pay is granted in the same school year, having regard for the welfare of the school or class concerned.

Note: The production of a medical certificate or other evidence of illness may be required in the case of leave granted in terms of clauses 0, 0 and 0.

5.5.5 Important Family and Other Occasions

A principal may be granted one day's paid leave per year plus traveling time in terms of clause 0 below for the following occasions:

- (a) Their own wedding or that of their child, a sibling, parent, grandchild or grandparent;
- (b) Their parents' golden or diamond wedding anniversary;
- (c) Their own ordination, vice-regal investiture, admission to the bar or capping or that of their partner, child, sibling or parent;
- (d) Attendance at court for an adoption order;
- (e) Rosh Hashanah and Yom Kippur for principals of the Jewish faith.

5.6 Refreshment Leave

5.6.1 Subject to clause 0 below, upon application, a principal will be entitled to one school term of unpaid refreshment leave after three years' service in the school and up to one year of such leave after five years' service in the school. Periods of Secondment to a Specified Education Sector Agency will not count towards service in a school that will be recognised for refreshment leave.

5.6.2 The ability to take up the entitlement to refreshment leave in clause 0 is subject to:

- (a) The principal providing reasonable notice to the board of their intention to take refreshment leave; and
 - (b) The board's ability to find a suitable reliever to fill the vacancy created by the principal taking the leave. A suitable reliever is an individual who will be able, to the satisfaction of the board, to relieve in the school during the period of the principal's leave. The board will use reasonable endeavour to find a suitable reliever. Reasonable endeavour in this context does not mean advertising regionally or nationally, except as required in this agreement. It does not require the board to place more than one advertisement; and
 - (c) The principal not being subject to current competence or disciplinary processes under this agreement or previous agreement at the time that leave is sought.
 - (d) The maximum leave to which a principal in receipt of the allowance for Kāhui Ako Leadership is entitled is one school term. Any request for refreshment leave will not be granted unless it has the support of their employing board which will first consider the needs of the wider Kāhui Ako.
 - (e) A principal in receipt of the Principal Recruitment Allowance being limited to Refreshment Leave of a maximum of one school term.
Note: the Principal Recruitment Allowance will not be payable in this period of leave.
- 5.6.3 Time off on refreshment leave will not count for the purposes of sick leave or holiday pay calculations or for entitlement to public holidays.
- 5.6.4 A principal may not take up employment in another state or integrated school while on refreshment leave. This restriction does not preclude a principal on refreshment leave agreeing to undertake occasional day-relief duties.
Note: The qualifying periods set out in clause 0 for refreshment leave relate solely to this provision and do not apply to any other forms of leave.
- 5.7 Special Leave**
- 5.7.1 Special leave of absence with or without pay may be granted to a principal subject to meeting the requirements as provided for in clauses 0–5.7.8 below. The special leave provisions apply to full-time permanent and long-term relieving principals.
- 5.7.2 **Court Proceedings**
 Except when principals are pursuing their own interests or where answering charges against themselves, the board will grant leave with pay when a principal is required by subpoena to attend court proceedings as a witness or to serve on a jury; provided that where fees for service are paid, these fees will be repaid to the board for repayment to the Public Account.
- 5.7.3 **Candidates in General Elections**
 The provisions of the Electoral Act 1993 and its amendments will apply.
- 5.7.4 **Sports Leave**
 Where such leave is approved by the board, principals are entitled to leave

with pay for overseas sports tours, inter-provincial fixtures, national championships and international competition within New Zealand subject to the following maxima per any 12 month period:

- (a) overseas tours – up to four weeks;
- (b) inter-provincial fixtures and national championships – up to six weeks;
- (c) international competition within New Zealand – one day for assembly and training, plus two days' traveling time, plus the day or days of the fixture.

Provided that relieving principals may apply for leave to be granted as for permanent principals.

5.7.5 Cultural Leave

Where such leave is approved by the board, principals participating in recognised cultural activities within New Zealand or outside New Zealand are entitled to leave with pay on the same conditions as for sports leave. Provided that relieving principals, except those employed on a casual basis for only a few days at a time, may apply for leave to be granted as for permanent principals.

5.7.6 Meetings of Statutory and Local Authorities

- (a) Principals may be granted, by the board, leave with pay plus necessary traveling time to attend meetings of statutory, local, Māori and other authorities (or in other circumstances leave without pay may be granted to attend such meetings).
- (b) For the purposes of clause 5.7.6(a) the following are recognised Māori authorities/organisations:
 - (i) New Zealand Māori Council;
 - (ii) Māori Women's Welfare League;
 - (iii) Tribal Trust Boards;
 - (iv) Iwi authorities;

5.7.7 Study and Examination Leave

- (a) The board may approve leave without pay for pre-examination study and will approve leave on pay for time spent sitting examinations plus necessary traveling time.
- (b) The board will grant leave on pay to principals who are awarded a prestigious scholarship or fellowship (as defined by the Secretary for Education from time to time) for the duration of the contract plus reasonable traveling time.

5.7.8 Miscellaneous Leave

Leave with or without pay may be granted for the following purposes subject to the criteria set out below being met:

- (a) Where a principal is required or directed not to attend school by a Medical Officer of Health under the Health Act 1956 or a Public Health Order and is not eligible for disregarded sick leave and cannot work remotely (up to seven days leave with pay may be granted).
- (b) Where a principal is prevented from traveling from their home to work because of an emergency situation outside of the control of the principal (up to seven days' leave with pay may be granted) provided that this provision is for emergencies only. Approval will not be given where the principal has advance notice or in circumstances where the principal could be reasonably expected to have foreseen the situation arising. Where practicable the principal is to inform the school of the reasons for the absence and is required to return to duty as soon as possible. Full details of the case will be submitted.
- (c) Where a principal is unable to attend school because of a natural disaster and cannot work remotely (up to seven days leave with pay may be granted).
- (d) Search and Rescue. Where a principal is a member of an authorised search and rescue organization and is requested by a responsible authority to take part in a search and rescue operation (leave with pay). Written evidence of the principal's participation in the search from the appropriate authority mentioned above is to be submitted to the board.
- (e) Outward Bound. Principals selected for Outward Bound courses should, if possible, take the course during the long vacation. Where there are overlaps with term time and the board supports the principal's attendance leave with pay up to one week may be granted.
- (f) Where a principal is participating in an overseas tour by a school party approved by the board (leave with or without pay for the duration of the tour).
- (g) Rotary Group Exchange Tours
 - (i) A principal selected to go on a Rotary group study exchange tour may, provided that they spend one full week of the tour on studies directly related to their position and, on their return produce a full report of these studies, be granted one week's leave on full pay. All applications for this leave must be approved by the board. In no circumstances will leave with pay be granted in excess of one week.
 - (ii) Leave with pay will not be granted for Rotoract study tours.
- (h) Other Forms of Leave
 - (i) Nothing in this agreement limits the facility for the principal to apply to the board for leave with or without pay in any circumstances not specified.
 - (ii) Nothing in this agreement will limit the authority of the board to grant to the principal such special leave, whether with or without pay, as the board considers appropriate to enable the principal to undertake professional development. The board will have regard to the need to ensure that the principal receives professional development appropriate to the requirements of the position.

- (iii) The board may grant an agreed amount of leave with or without pay to principals to increase their knowledge and skill in Te Reo and/or Tikanga Māori.

5.8 Traveling Time for Leave Purposes

- 5.8.1 Where specifically approved in this agreement traveling time with pay for a period of up to seven days (exclusive of public holidays) may be granted subject to the following conditions:
 - (a) Leave for traveling can only be granted if the principal is required to travel when the school is open;
 - (b) The quickest and most direct means of travel will be used;
 - (c) No traveling time is granted for a journey that is preceded by leave without pay or for a return journey that is followed by a period of leave without pay.

5.9 Leave Records

- 5.9.1 The board must keep clear records of all leave taken by the principal, including annual leave, sick leave, bereavement leave, family violence leave, periods of special leave, and any period during which accident compensation is received

5.10 Annual Leave

- 5.10.1 Principals are entitled to six (6) weeks' annual leave each year.
- 5.10.2 Annual leave will normally be taken when the school is closed for instruction. Such leave will be taken at a time or times agreed with the school board that will not unreasonably impinge upon the proper performance of the principal's responsibilities and duties under this agreement.
- 5.10.3 It is expected that annual leave will be taken in the year in which it falls due. Where the entitlement is not used and the board and the principal are unable to reach agreement as to the timing of leave, the board may direct the principal to take their annual leave by giving them not less than 14 days' notice. The board and the principal may agree, in writing, that the unused entitlement may be carried over to the following year.
- 5.10.4 The board will ensure that arrangements are in place to cover the principals' duties while the principal is on annual leave. During term time this will require a teacher to act up into the principal's role. When the school is closed for instruction, this will generally be limited to dealing with any emergencies or significant events that arise.
- 5.10.5 Clause 0 does not limit the ability of the board and principal to agree that the principal will be at the school during any period or periods when the school is closed for instruction, and the principal is not on annual leave, as they consider appropriate and consistent with their responsibilities under this agreement or at law.

5.11 Public Holidays

- 5.11.1 Where a principal is required by a board to work on a public holiday, they will receive an additional 0.5 salary for the day, plus a day in lieu, pursuant to section 50 of the Holidays Act 2003.

5.12 Sabbatical Leave Scheme

- 5.12.1 A sabbatical leave scheme for principals will apply according to the following;
- (a) There will be up to 40 full-time equivalent sabbaticals awarded annually
Note: this may result in sabbatical leave being awarded to more than 40 secondary principals during one school year,
 - (b) A full-time equivalent sabbatical will be of ten weeks duration paid at the rate of the principal's normal pay.
 - (c) Principals may apply for ten-week, five-week or three-week sabbaticals; however, ten-week sabbaticals will be allocated first.
 - (d) A ten-week sabbatical may, with the board's approval, be taken in two blocks during one school year. Each block must be whole weeks in duration and the smallest block must be for at least three weeks.
- 5.12.2 Entitlement to the sabbatical is subject to:
- (a) service of at least five years as a secondary (and/or area school) principal in the state sector or as a transferred employee in a charter school. Time spent on Secondment to a Specified Education Sector Agency is not recognised as service for the purposes of this clause;
 - (b) application by the principal which has the support of their school board; and
 - (c) the submission of a proposal of work to be undertaken during the sabbatical leave.
- 5.12.3 Te Tāhuhu o te Mātauranga | The Ministry of Education, the NZPPTA, SPANZ Union and the NZSBA jointly develop the criteria for the scheme and its operation. The award of the sabbatical leave will be by a panel with representation from the four parties.
- 5.12.4 At the time of application for sabbatical leave a principal may also apply for the reimbursement of costs associated with the work proposal for the sabbatical to a maximum of \$5,000 and subject to clause 0 below. The panel established under clause 0 will decide whether the reimbursement of costs will be approved, and whether approved in part or full.

5.13 Reimbursement of Costs Associated with Sabbatical Leave

- 5.13.1 Consideration may be given by the panel established under clause 0 to the reimbursement of costs, to a maximum of \$5,000, where such costs are clearly associated with the proposal of work for a sabbatical, in accordance with the agreed criteria developed by the parties and NZSBA. The maximum total cost of reimbursements for costs associated with the sabbatical leave scheme in clause 0 for any one school year will not exceed \$200,000.

5.14 Family Violence Leave

- 5.14.1 Family Violence Leave as provided for by the Holidays Act 2003 is in addition to other leave allowances within this collective agreement.

Part 6: Disciplinary Provisions

6.1 General Provisions / Process

- 6.1.1 The following principles will be used in addressing complaints, discipline, and concerns regarding competence, to ensure that such matters are, in the interests of all parties, fully and fairly addressed:
- (a) where issues or concerns arise the board will initiate informal discussions with the principal in an attempt to resolve the matter in an informal manner. This applies following receipt of a complaint and /or concern(s) being raised. This occurs prior to formally commencing a disciplinary or competency process, unless the nature of the complaint or concern(s) is such that this would be inappropriate;
 - (b) questions of competence, conduct and discipline should be handled in a manner which, as far as possible, protects the mana and dignity of the principal concerned. Principals may seek whanau, family, professional and / or other support in relation to such matters (refer Part Eleven).

6.2 Competency

- 6.2.1 Where there are matters of competency which are causing concern (for example failing to meet the secondary principals' professional standards), the board will put in place appropriate assistance and guidance to assist the principal and for that purpose, may seek such appropriate professional advice as may be required.
- 6.2.2 Where this assistance and guidance has not remedied the situation, the board will initiate a competency process and the following provisions should govern the action to be taken:
- (a) the principal must be advised in writing of the specific matter(s) causing concern and what, if any, corrective action is required.
 - (b) the principal is to be given a reasonable opportunity to remedy the matter(s) causing concern. This timeframe will be determined by the board, may take into account any previous support or guidance, and will be relevant to the matter(s) causing concern;
 - (c) the process and results of any evaluation are to be recorded in writing, sighted and signed by the principal;
 - (d) a copy of any report made to the board will be given to the principal;
 - (e) no action will be taken on a report until the principal has had a reasonable time to comment (in writing, orally or both);
 - (f) if the above steps (a)-(e) fail to resolve the matter(s) of concern, the board may, where justified, dismiss the principal without notice and pay them two months' salary in lieu, without the need to follow the provisions of clause 0 below; and
 - (g) a copy of any report given to the Teaching Council will be given to the principal.

6.3 Discipline

- 6.3.1 For the purposes of this part, the term misconduct includes:
- (a) any material breach of the terms of this agreement; or
 - (b) any continued non observance or non performance of any of the terms of this agreement; or
 - (c) any offence for which the principal may be proceeded against by way of indictment; or
 - (d) any conduct by the principal (whether within the principal's professional capacity or otherwise) that is unbecoming of a principal or which demonstrates that the principal is unfit to remain in the position of principal.
- 6.3.2 The principal must be advised of the right to have representation at any stage.
- 6.3.3 The principal must be advised in writing of the specific matter(s) causing concern and be given a reasonable opportunity to provide an explanation. Before making a final decision, the board may need to make further inquiries in order to be satisfied as to the facts of the specific matter(s) causing concern.
- 6.3.4 If the misconduct is found to have occurred then the corrective action(s) that may be imposed, following an opportunity for the principal to comment, include:
- (a) counselling and/or mentoring intended to assist the principal amend their conduct and/or change particular behaviours;
 - (b) a verbal or written warning that includes advice of any corrective action required to amend their conduct and a reasonable opportunity to do so; and
 - (c) a final written warning which includes advice of any corrective action required to amend their conduct and given reasonable opportunity to do so.
- 6.3.5 The board may also consider that the misconduct warrants dismissal with or without notice.
- 6.3.6 The process and any resulting action(s) are to be recorded, then sighted and signed by the principal, and placed on their personal file.
- 6.3.7 A copy of any report made to the board or provided to the Teaching Council will be given to the principal.

6.4 Suspension

- (a) If the alleged conduct is deemed sufficiently serious a principal may be either suspended with or without pay or transferred temporarily to other duties while the allegations are investigated.

- (b) The board will not, unless there are exceptional circumstances, suspend the principal without first allowing the principal a reasonable opportunity to make submissions to the board about the alleged misconduct and the appropriateness of suspension in all of the circumstances. The board will take into account any submissions made by the principal before determining the matter of suspension.
- (c) The board will use its best endeavours to ensure that the period of suspension is kept to the minimum possible time consistent with ensuring that the allegations of misconduct are properly investigated and that the principal is treated fairly.
- (d) If the allegation that led to suspension is found to be without substance the principal will, unless they have resigned in the interim, be entitled to resume duties immediately and, if suspended without pay, to have that pay re-instated from the date of suspension.

6.5 Dismissal

- 6.5.1 The board may, after applying the principles and processes of clauses 0 and 0 or 0 above, terminate the employment of the principal by giving two months' notice of termination or they may be dismissed without notice and paid two months' salary in lieu. In the case of a finding of serious misconduct, the board may dismiss without notice.

Part 7: Termination for Medical Reasons

7.1 Medical Retirement

7.1.1 Purpose

- (a) The purpose of this provision is to:
 - (i) Allow principals with a terminal or serious illness to retire with dignity, and
 - (ii) Give the school board the ability to promptly recruit a new principal to the vacant position.

7.1.2 Eligibility

- (a) The principal must be currently employed in a permanent position at the time of application.
- (b) Medical retirement cannot be granted retrospectively — once a principal is no longer permanently employed, medical retirement cannot be approved and concurrence cannot be granted.
- (c) The principal must be medically unfit for work, which means that they have either:
 - (i) a terminal illness that makes them unable to continue to work or to return to work in a state or state integrated school, or
 - (ii) a serious illness or injury that causes them wholly or substantially unable to perform their duties and is unlikely to allow them to work as a principal now or in the foreseeable future.
- (d) Principals receiving weekly compensation from the Accident Compensation Corporation are not eligible for medical retirement.
Note: Stress is not a medical diagnosis and does not qualify a principal for medical retirement. However the medical effects of stress may be considered if they meet the criteria.

7.1.3 Application Process: Who Can Initiate Process

- (a) Either the principal or employer can initiate the process, but the employer may only initiate the process if the principal has been wholly or substantially unable to perform their duties for a prolonged period due to medical reasons.

7.1.4 Pre-Process for Employer-initiated Medical Retirement

- (a) Before the employer initiates a medical retirement process, the employer will:
 - (i) write to the principal explaining their concerns and why they think medical retirement may be an appropriate option
 - (ii) inform the principal that they can attend up to three sessions with an Employee Assistance Programme (EAP) for counselling, and give the principal the opportunity to do so
 - (iii) outline what the medical retirement process will be if the employer decides to proceed
 - (iv) inform the principal of their right to have a representative.

7.1.5 Step One: Medical evidence

- (a) Medical retirement must be supported by medical evidence. To obtain this, the principal will be examined by a registered medical specialist

and obtain a written opinion that:

- (i) describes the principal's illness or injury,
 - (ii) confirms whether or not the effect of that illness or injury is that principal is:
 - (a) unable to continue to work or returning to work in a state or state-integrated school (for terminal illness), or
 - (b) mostly or completely unable to perform their duties, and unlikely be able to work as a principal now or in the foreseeable future (for serious illness or injury), and
 - (iii) provides reasons for the medical opinion.
- (b) If the medical retirement process was initiated by the employer:
 - (i) The employer will choose the specialist and will meet the costs.
 - (ii) The principal is entitled to seek a further medical opinion from a specialist of their choice, at their own cost.
 - (c) If the medical retirement process was initiated by the principal:
 - (i) The principal will choose the specialist and will meet the costs.
 - (ii) The employer can require a further medical opinion from a specialist of their choice, at the employer's cost.
 - (d) If two specialists give conflicting opinions, the principal and employer will try to agree on a third specialist for another opinion. If they cannot agree, the employer will choose the third specialist and will meet the costs of the third medical opinion.

General Practitioner Assessment (If a Specialist Is Not Available)

- (e) If the principal cannot get a medical specialist's opinion in a reasonable time or because of distance, they may instead see a registered general practitioner (GP).
- (f) The GP will provide a written report that:
 - (i) contains the information referred to in clause 0(a) above, and
 - (ii) confirms that the principal was unable to get a specialist's opinion in a reasonable time or because of distance.
- (g) If the medical retirement process was initiated by the employer:
 - (i) The employer will choose the GP and will meet the costs.
 - (ii) The principal is entitled to seek a further medical opinion from a GP of their choice, at their own cost.
- (h) If the medical retirement process was initiated by the principal:
 - (i) The principal will choose the GP and will meet the costs.
 - (ii) The employer can require a further medical opinion from a different GP of their choice, at the employer's cost.
 - (iii) If the two GPs give conflicting opinions, the principal and employer should try to agree on a third GP or specialist. If they cannot agree, the employer will choose one and will meet the costs of the third medical opinion.

- 7.1.6 Step Two: Assessment
- (a) If the majority of the medical evidence does not support the principal's medical retirement, the process will end.
 - (b) If the majority of the medical evidence supports the principal's medical retirement, the employer will seek concurrence from the Secretary to retire the principal on medical grounds.
- 7.1.7 Step Three: Requesting Concurrence
- (a) All applications for concurrence must be in writing and include all necessary documents, including confirmation from the board that all sick leave has been entered into the payroll system.
 - (b) Applications for concurrence will be granted, generally within 10 working days, where:
 - (i) The correct process has been followed, and
 - (ii) The medical evidence has been supplied in sufficient detail so as to support the application for medical retirement as specified in clause 7.1.5.
 - (c) If the medical evidence is incomplete or insufficiently clear, the Secretary may ask the employer to seek a further medical opinion.
 - (d) Medical retirement takes effect on the date the board is notified that concurrence has been granted.
- 7.1.8 Step Four: Medical Retirement Payment
- (a) Notification & Retirement Date
On receiving notification that the Secretary has granted concurrence, the employer will inform the principal that they are medically retired as at the date of the Secretary's notification. No notice is payable.
 - (b) Payment Options
The principal can choose one of these payment options:
 - (i) Lump-sum sick leave payment: The principal will receive the remaining balance of their unused sick leave (as at their final day of employment) as a lump-sum payment.
 - (ii) Three months' salary in lieu of notice
- Notes:**
- (1) The lump sum is based on the normal fortnightly salary of the principal at the time of medical retirement — it will not include future salary increments. Holiday pay will be given up to the retirement date, but the lump sum itself does not attract holiday pay.
 - (2) All payments will be taxed as per normal tax rules
- (c) Restrictions
 - (i) Once a payment option is actioned, the principal cannot change it.
 - (ii) Disregarded sick leave is not able to be converted to a payment under any of the provisions of medical retirement.
 - (iii) If a principal passes away before applying for medical retirement or being paid medical retirement benefits, their estate cannot claim the payment.
- 7.1.9 Filling the Vacant Position & Informing Teaching Council
- (a) Once the Secretary has given concurrence to the principal's medical retirement, the employer can permanently fill the position as if it were

vacant.

- (b) The position must be advertised in the Education Gazette as an actual vacancy position.
- (c) The employer must notify the Teaching Council that the principal has been medically retired.

7.1.10 Re-entry Policy

- (a) The parties do not expect that a principal who medically retired will return to work as a principal in the future. However, in exceptional circumstances a principal may become medically fit to work.
- (b) A medically retired principal should be declared medically fit by a registered medical specialist before being re-employed in any principal position in the Education Service (as defined in section 10(7) of the Education and Training Act 2000). Where the medically retired principal is re-employed, the following rules apply:
 - (i) The principal is entitled to sick leave based on the Holidays Act 2003 rather than the sick leave provisions in clause 0 of this Agreement.
 - (ii) If the principal returns to work sooner than the number of weeks covered by their medical retirement payment, they must refund the excess payment.
 - (iii) The principal cannot be medically retired a second time.

Part 8: Disestablishment

8.1 Disestablishment

- 8.1.1 In the situation of a merger of schools, the principals' positions in all the affected schools will be disestablished. The new position of principal in the merged or amalgamated school will be advertised pursuant to the Education and Training Act 2020 (as per clauses 0, 0 and 0).
- 8.1.2 Where the staffing requirements within the school have been reviewed by the board (including as a consequence of the school's amalgamation, merger, change of status, and/or closure), and a permanent principal's position is to be disestablished, no less than three months' notice in writing of this will be given by the board to the principal and the provisions of Schedule A will apply.
- 8.1.3 Where the staffing requirements within the school have been reviewed by the board (including as a consequence of the school's amalgamation, merger, change of status, and/or closure), and a fixed term principal's position is to be disestablished; the employee will be paid to the earlier of the following dates:
- (a) The last day of the fixed term agreement.
 - (b) The school amalgamation, merger, change of status, and/or closure date where 3 months' notice is given or the fixed term employment commences within 3 months of that date.
 - (c) 3 months from notice in writing:
together with any annual leave owing.
- 8.1.4 These provisions continue to apply when a Principal is Seconded to a Specified Education Sector Agency.

Part 9: Resignation

9.1 Resignation

- 9.1.1 The principal's employment may be terminated at any time by the principal giving to the board not less than two months written notice, unless a shorter time is mutually agreed.
- 9.1.2 The requirement to provide two months written notice continues to apply when a Principal is Seconded to a Specified Education Sector Agency.

Part 10: Removal Expenses

10.1 Eligibility

- 10.1.1 A principal at a state or state integrated school is eligible for removal expenses where they are required to shift to another housing district for a new role in another state or state integrated school in one of the following circumstances:

Circumstance	Criteria/Definition
Appointment to a permanent position on promotion.	Promotion is defined as an appointment to a principal role either in a school with a higher U-grade or from a teaching position.
Appointment to a permanent position in a staffing incentive or high priority teacher supply school.	The school is designated by the Secretary as a staffing incentive or high priority teacher supply school.
Shifting from a staffing incentive or high priority teacher supply school to a permanent position or a long- term relieving position for a period equal to four school terms or more.	A principal must have completed continuous service totaling at least three years in one or more staffing incentive or high priority teacher supply school(s). If during the period of the principal's employment the school loses its designation the entitlement is retained as long as the principal fulfils the continuous service requirement.
Shifting to a permanent position in a school that has a lower U-Grade and a lower decile to the principal's current school.	The principal must have been employed as the principal in their current school for at least the last three years.
A principal has the approval of the Secretary for Education to receive the Principal Recruitment Allowance.	The principal is in receipt of the Principal Recruitment Allowance.
A principal who has the Principal Recruitment Allowance shifts to another state or integrated school.	The Principal has completed at least three years' continuous service at the PRA school, and the principal transfers directly to a new principal or teaching role which is either permanent or a long term relieving position of at least one year.
Protected country service.	Principals who held an entitlement to removals from a country service school when the former country service provisions were replaced by the staffing incentives package, preserve that entitlement and retain it for their next position in the education service.

Circumstance	Criteria/Definition
Principals returning from sponsored schemes overseas.	A principal returning to a New Zealand appointment following service overseas as part of a government to government contract is eligible for removal expenses incurred within New Zealand.
Removal within same locality where the principal occupies a school residence.	A principal occupying a school residence which has to be vacated because it is being replaced, sold or extensively renovated. Where a principal and any dependents are required to board during renovations they will receive a rent subsidy as per clause 0.
Removal within same locality where the principal is required to occupy a school residence.	A principal who occupies a private residence is required by the board to move to a school residence.
Principals on long-term specialist courses of at least one academic year's duration.	A principal who has been granted leave by their board and has to move to attend a Te Tāhuhu o te Mātauranga Ministry of Education approved long-term specialist course. A principal moving to her/his first permanent appointment after the course is complete.

- 10.1.2 A principal who loses or is about to lose a position through no personal fault (e.g. through disestablishment, closure or merger of a school) is entitled to removal expenses.
- 10.1.3 In exceptional circumstances the Secretary for Education may exercise discretion and confirm eligibility for removal expenses for a principal who does not meet one of the criteria outlined in clause 0.
- 10.1.4 Transferred employees moving from a converted school to a state or state integrated school may be entitled to removal expenses set out in this Part. Their eligibility will be determined by the same terms set out in clause 0 and 0 above, but according to the principles set out below:
- The status of the converted school (what U-grade the school held) will be determined by the status the converted school held immediately prior to conversion.
 - If the converted school was designated as a staffing incentive or high priority teacher supply school at any point during the transferred employee's employment at the school prior to conversion, this will be recognised.
 - Whether the transferred employee was receiving the principal recruitment allowance will be determined by whether the principal was receiving this immediately prior to the conversion.
 - Entitlements for protected country service will be preserved through the school's conversion.
- (e) The transferred employee must still meet the minimum length of service

requirements in clause 0, but continuous service at the converted school will be recognised.

- 10.1.5 Recognition of service for a transferred employee is conditional on the employee providing records from the converted school which show the employee's length of service and any other information necessary to determine entitlements under clause 0 or 0.
- 10.1.6 Payment of removal expenses to a transferred employee under this Part is conditional on the employee:
- (a) agreeing to waive any entitlement under equivalent terms of employment with the converted school and notifying that school of this.
 - (b) confirming they have not received any payment from the converted school under equivalent terms of employment with the converted school.

10.2 Entitlement

- 10.2.1 A Principal eligible for removal expenses under clause 0 is entitled to a lump sum payment that covers travel expenses, including meal allowances while travelling (clause 0), accommodation expenses (clause 0), transfer grants (clause 0) and telephone reconnection charges (clause 0).
- 10.2.2 Where a Principal does not want to receive the lump sum payment as per clause 0, they can claim the entitlements specified in clauses 0, 0, 0 and 0 as appropriate based on itemised receipts.
- 10.2.3 Reimbursements will only be made for costs in relation to the sale and purchase of the principal's nominated primary place of residence and not for holiday homes or investment properties.

10.3 Travel Expenses

- 10.3.1 The following travel expenses are refundable:
- (a) Taxi fares to and from transport;
 - (b) Cost of meals en route;
 - (c) Cost of overnight board if stopover unavoidable;
 - (d) When traveling by own transport, payment of motor vehicle allowance rates as follows:
 - (i) Motorcar 62 cents per kilometre
 - (ii) Motorcycle 20 cents per kilometre
 - (e) Equivalent surface fare for driving a second car or motorcycle which is part of the household effects to the new location provided that the fare would otherwise have been paid under this contract.

10.4 Accommodation Expenses

- 10.4.1 Accommodation expenses will be paid for the accommodation of a principal and any dependents from the time of moving from the former location until permanent accommodation is obtained in the new location. When moving personal expenses are allowable to cover meals, accommodation, and such other expenses as the board may approve, for the principal and any dependents as follows:

- (a) From the commencement of the journey, up to two days if necessary;
- (b) On arrival at destination, up to seven days if necessary.

10.4.2 When dependents are boarding

When approval has been given by Te Tāhuhu o te Mātauranga | the Ministry of Education for a principal and any dependents to board either together or in different localities, and a home is no longer being maintained at the former location, assistance may be granted in accordance with the following provisions:

- (a) In the first instance, a refund of personal expenses as set out in clause 0 above;
- (b) At the expiration of this period, an accommodation allowance of the amount by which actual and reasonable board and lodging expenses exceed 45% of gross remuneration. "Gross remuneration" means classified salary plus any allowance in the nature of salary. This is calculated on the consecutive day basis;
- (c) If the principal and any dependents stay at a motel and they purchase and prepare food, a rent subsidy may be paid. When meals must be taken in a restaurant, payment of the amount by which the total of rent and meals exceeds 45% of gross salary may be paid. The total cost is not to exceed scale relieving allowance rate payable to teachers in the school in terms of the applicable secondary teachers' collective agreement.

10.4.3 When Maintaining Home at Former Location

A principal on transfer who is required to maintain the home and any dependents at the former location until suitable housing is obtained in the new location, will be granted an accommodation allowance as follows:

- (a) For the first month, up to a maximum of the rate of the relieving allowance payable to teachers in the school in terms of the applicable secondary teachers' collective agreement;
- (b) For the second month, up to a maximum of two thirds of the rate of the said relieving allowance;
- (c) For the third month, up to a maximum of one third of the rate of the said relieving allowance;
- (d) Principals staying at a motel and preparing their own meals may be paid an assessed amount for food not exceeding one quarter of the scale relieving allowance rate, plus motel charges. The total cost is not to exceed scale relieving allowance rate;
- (e) The incidentals allowance payable to teachers in the school in terms of the applicable secondary teachers' collective agreement will also be paid to cover incidental expenses not otherwise recoverable. The allowances commence on and from the day the principal arrives at the new location;
- (f) When the principal finally obtains suitable accommodation in the new location and any dependents then move, the assistance set out in clause 0 is granted.

10.4.4 Rent Subsidy

- (a) Assistance with rental accommodation may be considered on the merits of each case if a principal on transfer is experiencing difficulty in finding permanent housing.
- (b) The subsidy will be granted only in respect of a short-term tenancy. The amount of the subsidy will be the excess of the rental over one-sixth of the principal's gross salary. The period of subsidy is limited to three months.
- (c) Furniture storage charges may be met while the principal is on a rent subsidy.

10.4.5 Outgoings on Former Home

- (a) If the principal and any dependents are occupying temporary accommodation at the new location (and the principal receives a rent subsidy), pending the sale of the former home and the purchase of another, then interest, rates and insurance on the former home will be taken into account while it remains unsold and unoccupied. In these circumstances, the outgoings on the principal's house may be added to the rent of the temporary house, and the subsidy calculated on the combined total. Only mortgage interest may be included, not loan principal repayments, and this will usually require inquiry, as outgoings quoted by claimants almost always include instalments of loan principal.
- (b) If a principal is required to rent a house at the new location before liability for rent at the previous location has ceased, resulting in the payment of double rent, a rent subsidy equal to the lower of the two rents may be paid.

10.5 Furniture Removal

- 10.5.1 Packing, transporting and unpacking of the principal's household effects will be undertaken by a provider contracted to the Ministry for the transfer of principals' effects and transit insurance.

10.6 Amount of Refund

- 10.6.1 Where a principal qualifies for an accommodation allowance or rent subsidy, this will include the provision of storage. Reimbursement will be made for the cost of inter-island transport and marine insurance for up to two vehicles and one towed vehicle.

10.7 Legal Fees and Land Agent's Commission

- 10.7.1 A principal with an entitlement to removal expenses will be reimbursed for legal fees and land agent's commission provided that when a principal sells a house at the former location and buys another at the new location within two years of the date of the new appointment, or sells at the former location and builds and takes occupation of a house at the new location within two years of the date of the new appointment, actual aggregated expenses for legal fees and land agent's commission combined up to \$11,000 maximum will be paid.

- (a) Legal fees
The refund of legal fees will be either:
 - (i) when a principal sells a house at the former location within two years of the date of the new appointment, but does not buy another, actual expenses up to \$950; or
 - (ii) when a principal buys or builds a house at the new location within two years of the date of the new appointment without having sold a house at the former location, provided it is not the first time the principal has owned a house, actual expenses up to \$4,000 maximum.
- (b) Land agent's commission
When a principal sells a house at the former location within two years of the date of the new appointment but does not purchase or build another house at the new location within the two year period, actual expenses up to \$6,300.
- (c) Two year limitation
Normally all transactions (selling, buying or building) must be completed within two years of the date of transfer to qualify for a refund of expenses.
- (d) Sale of home prior to appointment in another position
Where a principal anticipates securing a position where full removal expenses are payable, and sells their home before this actually occurs the principal will be eligible for a refund of legal and land agent's fees. This is subject to a two year limitation period as in clause 0(c) above commencing from the date of the sale of the house. The refund of land agent's and legal fees will not be made until and unless the principal is appointed and takes up another position.
- (e) Purchase and sale of land
A refund of legal fees and land agent's commission will be made as follows:
 - (i) When a principal has previously owned a house or land and purchases land following transfer to another locality with the intention of building a house for the principal's own use and transfers again before the house is built, assistance is granted towards the cost of legal expenses and land agent's commission in the purchase and sale of the land up to \$3,800.
 - (ii) When a house or land has not been owned previously and a principal subsequently purchases land at one locality and transfers again before building, assistance will be granted towards the cost of legal expenses up to \$500 and land agent's commission up to \$2,000 in the sale of the land as follows:
Note 1: Sale of land in a previous locality must be effected within two years of transferring to a new location.
Note 2: Purchase of land must have been effected not more than two years after the previous transfer and not more than two years before the subsequent transfer.
- (f) Advertising costs of \$630 when selling at former location without the services of a land agent.

10.8 Penalty Mortgage Repayment Charges

- 10.8.1 Penalty charges which may arise because of the termination of a mortgage before the completion of the term of the loan will be refunded up to a maximum of \$2,400.

10.9 Transfer Grants

- 10.9.1 A principal who is entitled to removal expenses and required to shift household will be paid a transfer grant of \$1000 and uniform grant of \$300 for each child attending a secondary or intermediate school for whom a different uniform is required to be purchased (in terms of that new school's policy) because of a change of school.

10.10 Leave to Remove Dependents and Effects

- 10.10.1 When a principal has left dependents at the former location pending the finding of suitable housing, a refund of actual and reasonable travel expenses may be approved by the Secretary for Education to permit the principal to return to the former centre to assist with the transfer of their dependents and effects.

10.11 Payment of Expenses to Visit Prospective Accommodation

- 10.11.1 A principal may claim expenses in connection with a visit to inspect prospective accommodation.

10.12 Telephone Reconnection Charges

- 10.12.1 Telephone reconnection charges for one installation will be refunded when a principal has transferred and is eligible for transfer expenses.
Note: Receipts should be produced when claiming removal expenses.
Note: The provisions of 0 will be applied in accordance with any administrative conditions that were in effect at the commencement of this agreement or modifications to the administrative conditions made as a result of this agreement. Nothing in these provisions will be read as extending any entitlement beyond that which existed at the commencement of this agreement except as may be expressly agreed to by the Secretary for Education after consultation with the NZPPTA and SPANZ Union.

Part 11: Resolving Employment Relationship Problems

11.1 Resolving Employment Relationship Problems

- 11.1.1 Good faith requires the parties to an employment relationship to be active and constructive in establishing and maintaining a productive employment relationship in which the parties are, among other things, responsive and communicative.
- 11.1.2 If the employment relationship is to be as successful as possible, it is important that the board and principal deal effectively with any problems that may arise.
- 11.1.3 The principal and board will use reasonable effort to resolve employment problems as quickly and as close to the source of the matter as possible. This procedure sets out information on how problems can be raised and worked through.

11.2 What is an Employment Relationship Problem?

- 11.2.1 It can be anything that harms or may harm the employment relationship, other than problems relating to setting the terms and conditions of employment.

11.3 Clarify the Problem

- 11.3.1 If either the board or the principal (the parties) feels that there may be a problem in the employment relationship, the first step is to check the facts and make sure there really is a problem, and not simply a misunderstanding.
- 11.3.2 Either party might want to discuss a situation with someone else to clarify whether a problem exists, but in doing so they should take care to respect the privacy of others and to protect confidential information belonging to the board. For example:
 - 11.3.2.1 The principal could seek information or support from:
 - their union
 - friends and family
 - a lawyer or an employment relations consultant.
 - 11.3.2.2 The board could seek information or support from:
 - The New Zealand School Boards Association Advisory Support Service
 - a lawyer or an employment relations consultant.
 - 11.3.2.3 Either party could seek information or support from:
 - The Ministry of Business, Innovation and Employment (MBIE) on 0800 20 90 20. The Ministry's Employment Relations Service's internet address is <https://www.employment.govt.nz/resolving-problems>
 - Pamphlets/fact sheets from MBIE.

11.4 Discuss the Problem

- 11.4.1 If either party considers that there is a problem, it should be raised as soon as possible. This can be done in writing or verbally. A meeting will usually then be arranged where the problem can be discussed. The principal should feel free to bring a support person with them to the meeting if they wish.
- 11.4.2 The parties will then try to establish the facts of the problem and discuss possible solutions.

11.5 The Next Steps

- 11.5.1 If the parties are not able to resolve the problem by talking to each other, a number of options exist:
 - 11.5.1.1 Either party can contact the Ministry of Business, Innovation and Employment (MBIE), who can provide information and/or refer the parties to mediation.
 - 11.5.1.2 Either party can take part in mediation provided by MBIE (or the parties can agree to get an independent mediator).
 - 11.5.1.3 If the parties reach agreement, a mediator provided by the MBIE can sign the agreed settlement, which will then be binding on the parties.
 - 11.5.1.4 The parties can both agree to have the mediator provided by the MBIE decide the problem, in which case that decision will be binding;
 - 11.5.1.5 If mediation does not resolve the problem, either party can refer the problem to the Employment Relations Authority for investigation.
 - 11.5.1.6 The Employment Relations Authority can direct the parties to mediation, or can investigate the problem and issue a determination.
 - 11.5.1.8 If one or other of the parties is not happy with the Employment Relations Authority's determination, they can refer the problem to the Employment Court.
- 11.5.2 In limited cases, there is a right to appeal a decision of the Employment Court to the Court of Appeal.

11.6 Personal Grievances

- 11.6.1 Where the principal wishes to raise a personal grievance with the board the provisions of sections 102 to 128 of the Employment Relations Act 2000 apply. In summary, the principal must raise the grievance with the employer within 90 days except for sexual harassment which must be raised within 12 months' of the grievance arising. The 90 day period (or 12 month period in the case of sexual harassment) begins on the latter of either:
 - (a) the date on which the action alleged to amount to a personal grievance occurred;

- (b) the date on which the action alleged to amount to a personal grievance came to the principal's attention.
- 11.6.2 Section 114 of the Employment Relations Act allows that where the principal wishes to submit a personal grievance to the board after the 90 days has elapsed (or 12 months' in the case of sexual harassment) the consent of the board is required. If the board does not consent to such a request when made, the principal may seek a ruling from the Employment Relations Authority about whether the submission is allowed outside the 90 days (or 12 months' in the case of sexual harassment). The Employment Relations Authority may allow a late submission if it finds that there are exceptional circumstances (as defined in the Employment Relations Act 2000) and it considers it just to do so.
- 11.6.3 In accordance with section 103 of the Employment Relations Act 2000 the term personal grievance means any claim that an employee may have against the employer or former employer because of a claim:
- (a) that the employee has been unjustifiably dismissed; or
 - (b) that the employee's employment, or 1 or more conditions of the employee's employment (including any condition that survives termination of the employment), is or are or was (during employment that has since been terminated) affected to the employee's disadvantage by some unjustifiable action by the employer; or
 - (c) that the employee has been discriminated against in the employee's employment; or
 - (d) that the employee has been sexually harassed in the employee's employment; or
 - (da) that the employee has been treated adversely in the employee's employment on the ground that the employee is, or is suspected or assumed or believed to be, a person affected by family violence; or
 - (e) that the employee has been racially harassed in the employee's employment; or
 - (f) that the employee has been subject to duress in the employee's employment in relation to membership or non-membership of a union or employees organisation; or
 - (g) that the employee's employer has failed to comply with a requirement of Part 6A; or
 - (h) that the employee has been disadvantaged by the employee's employment agreement not being in accordance with section 67C, 67D, 67G, or 67H; or
 - (i) that the employee's employer has contravened section 67F or 67G(3); or
 - (j) that the employee's employer has, in relation to the employee,—
 - (i) engaged in adverse conduct for a prohibited health and safety reason; or
 - (ii) contravened section 92 of the Health and Safety at Work Act 2015 (which prohibits coercion or inducement); or
 - (iii) that the employer has retaliated, or threatened to retaliate, against the employee in breach of section 21 of the Protected Disclosures (Protection of Whistleblowers) Act 2022 (because the employee intends to make or has made a protected disclosure).

These and other provisions relating to personal grievances are contained in Part 9 of the Employment Relations Act 2000 and can be accessed through the following link:

<http://www.legislation.govt.nz/act/public/2000/0024/latest/DLM60316.html>.

- 12.6.4 The terms discrimination, sexual harassment, racial harassment, and duress as used in this agreement have the meanings given to them by sections 104 to 110 of the Employment Relations Act 2000 and are neither limited nor extended by their use in this agreement.
- 12.6.5 In terms of section 112 of the Employment Relations Act, if the principal has a personal grievance claim that entitled the principal to make a complaint under the Human Rights Act 1993, the principal may, if the matter is not otherwise resolved (for example through mediation or discussion) either:
- (a) apply to the Employment Relations Authority for resolution of the grievance; or
 - (b) make, in relation to those circumstances, a complaint under the Human Rights Act 1993.
- 11.6.6 The principal may take one of the steps outlined in clause 0 but not both. For the purposes of clause (b) above, the principal has made a complaint when proceedings about that complaint are commenced by the principal or the Human Rights Commission.

Part 12: Miscellaneous

- 12.1 Any written notice to be given under this agreement may be served personally, by email, or by tracked mail addressed to the respective other and in the case of the board at the school office, and in the case of the principal at the principal's last known residential address.
- 12.2 This agreement will be construed and take effect in accordance with the laws of New Zealand.
- 12.3 The board and the principal will abide by the privacy principles contained in the Privacy Act 2020.

Part 13: Schedule A - School Closure

1. The principal will be given written notice of no less than three months of a decision to disestablish their position.
2. During the notice period the board will assist the principal to locate suitable alternative employment in the New Zealand education service, and will meet the reasonable costs of the principal attending relevant interviews where such costs are not otherwise met.
3. Where, prior to the disestablishment of the position:
 - (a) a reasonable offer of employment in the education service is made to the principal; or
 - (b) the principal applies for a position in the education service for which they are suitable and declines an offer of appointment to the position;
 - (c) the board's responsibilities under these provisions will be fulfilled and the principal's employment may be terminated from the date of disestablishment with no payment of compensation.
4. Where the principal is appointed to a suitable alternative position in the education service and a transfer of location is involved the principal will be entitled to removal expenses in accordance with this agreement.
5. Where a reasonable offer of employment is not made prior to the expiry of the notice period the principal will be offered the following options:
 - (a) Redeployment as a supernumerary teacher for up to 40 weeks;
 - (b) Retraining in a course approved by Te Tāhuhu o te Mātauranga | the Ministry of Education for up to 40 weeks;
 - (c) Severance payment; or
 - (d) Long Service Payment (the intention of this option is to enable the principal to withdraw from the education service).

Details of these options are:

Redeployment / supernumerary employment

Supernumerary employment is employment for a period of up to 40 school weeks. A principal whose position is disestablished who has elected to be employed as a supernumerary teacher will be entitled to supernumerary employment in accordance with the following provisions:

- (a) The principal will be employed as a supernumerary teacher at their existing salary for a period of 40 school weeks from the effective date of the disestablishment of the position (normally at the beginning of term one of the following year);
- (b) The principal may elect to take up their supernumerary employment at the same school or at any other school at the request of the principal and with the approval of the original employer and the board at the other school. A principal employed as a supernumerary teacher will have no entitlement to any vacancy arising in either the school where employed at the time or the originating school.
- (c) The employee's supernumerary employment will cease upon appointment to a new position or upon the employee choosing to resign or at the expiration of the 40 school weeks, whichever is the earlier;
- (d) Where a supernumerary teacher is appointed to a new permanent teaching or principal position and a transfer of location is involved, that employee will be entitled to normal removal expenses provisions

provided that this entitlement will be exercised once only for each supernumerary period.

Note: Attention is drawn to 0in relation to removal expenses.

Retraining

Where a principal's position is disestablished the principal may elect to take a course of study approved by the Secretary for Education that will enhance or upgrade the principal's skills as a secondary school teacher or principal, provided that:

- (a) The principal will continue to be employed at her/his existing salary for a maximum period of 40 school weeks from the effective date of the disestablishment of the position (normally at the beginning of term one of the following year);
- (b) The principal is employed as a supernumerary teacher during this period and has the rights and obligations of a supernumerary teacher except as specifically provided in this clause;
- (c) There is no requirement on the employer to meet any costs and expenses of training, including course fees;
- (d) The principal will provide evidence of attendance at the approved course of study where required by the employer. The employer may make enquiries during the retraining period to establish that the employee is undertaking the approved course of study;
- (e) Where the approved course of study is for a shorter period than 40 school weeks the principal is required to attend the school as a supernumerary teacher in periods when the school is open for instruction.
- (f) Where the course of study commences later than the effective date of disestablishment, the principal is required to attend the school as a supernumerary teacher in periods when the school is open for instruction, except in special circumstances approved by the employer;
- (g) Where the principal chooses to withdraw from the course before its completion, further employment will cease, except where the principal and the Secretary for Education agree that there was just cause for the withdrawal the employee will return to the school as a supernumerary teacher for the remainder of the retraining period.
- (h) Where the course of study is completed prior to 40 weeks, the principal may elect to terminate their supernumerary employment with no further compensation.

Severance Payment

- (a) If the principal has up to three years' service they will receive three months ordinary pay (taxable salary); or
- (b) If the principal has over three years' service and up to five years' service they will receive four months ordinary pay (taxable salary); or
- (c) If the principal has five years' service and over they will receive six months ordinary pay (taxable salary).

PROVIDED that if the principal, following disestablishment of their position commences permanent employment in the education service before the expiry of the period in respect of which the payment was made (i.e. three months, four months or six months), the principal will refund the portion of the severance payment which represents the difference between the period

in respect of which the payment was made and the number of weeks without employment.

Long Service Payment

- (a) If the principal has twenty-five years' service or more they will be paid a lump sum of six months ordinary pay (taxable salary) plus one weeks ordinary pay for each complete year of service. The maximum amount payable under this clause will not exceed salary for one year.

PROVIDED that if the principal, following closure, begins permanent employment in the education service before the expiry of the period of weeks for which a long service payment has been made, the principal will refund the portion of the long service payment which represents the difference between the period for which the payment was made and the number of weeks without employment.

6. "Service" for the purposes of the provisions in clause 5 will mean:

Service in a full-time capacity as a teacher in any

- State School
- Integrated School
- Kindergarten (within the meaning of the Education Act 1964)
- Technical Institute
- College of Education
- University
- Agricultural College
- Charter school as a transferred employee.

or, where a proportion of that service was part-time, on the basis that 80 hours equals one month's service and 1,000 hours equals one year's service. Non-permanent or permanent part-time service of twenty hours per week or more will be credited as full-time service; and will include:

- (a) service credits for childcare, where the principal had resigned or took leave to care for their children, on the basis of one third credit for each year of such leave up to a maximum of five years credit;

but will exclude:

- (b) any period of service in the education service (as defined in section 10 of the Education and Training Act 2020) that ended with a payment of severance or long service leave.
- (c) any period in a charter school except as a transferred employee.

Note: For the purposes of Part 6A of the Employment Relations Act 2000 it is agreed that in the context of the education service the only situation which may be argued to be a "transfer of the business of the board" would be in the case of an amalgamation or merger to which the provisions above would in any case apply.

Part 14: Professional Standards

The following professional standards were developed in 2009 following consultation with the NZPPTA, SPANZ Union, NZSTA, Teachers Council and ERO in accordance with what was then section 77C of the State Sector Act and is now section 599 of the Education and Training Act 2020. They are relevant to processes relating to principal performance in that they prescribe matters that are to be taken into account by employers in assessing performance. Changes to these professional standards can be made under section 599 of the Education and Training Act, following consultation with, amongst others, the NZPPTA and SPANZ Union, as organisations that represent principals who will be subject to such standards. Readers should check for any updates to the professional standards for Secondary School Principals on the Te Tāhuhu o te Mātauranga | Ministry of Education's website at www.education.govt.nz.

Professional Standards for Secondary Principals

The Professional Standards have been drawn from the Kiwi Leadership for Principals document and educational leadership best evidence. The Standards can form a component part of a principal's performance agreement alongside other components such as the school's strategic and annual plans, the principal's job description, and the New Zealand Teachers' Council criteria for registration as a teacher.

It is no longer a requirement to have a performance agreement.

0 of the Secondary Principals' Collective Agreement describes the responsibility of the employing board to develop the principal's performance agreement.

Areas of practice	Professional Standards
Culture Provide professional leadership that focuses the school culture on enhancing learning and teaching	• With the Board, develop and then implement a school vision with shared goals and values focused on enhanced engagement and achievement (academically, socially and culturally) for all students. • Promote a culture whereby staff members assume appropriate leadership roles and work collaboratively to improve teaching and learning. • Model respect for others in interactions with adults and students. • Promote the bicultural heritage of New Zealand by ensuring that it is evident in the school culture. • Maintain a safe, learning-focused environment. • Promote an inclusive environment in which the diversity, multicultural nature and prior experiences of students are acknowledged and respected. • Manage conflict and other challenging situations effectively and actively work to achieve solutions. • Demonstrate leadership in professional practice, through applying critical inquiry and problem solving.

Areas of practice	Professional Standards
Pedagogy Create a learning environment in which there is an expectation that all students will experience success in learning.	• Promote, participate in and support ongoing professional learning linked to student progress. • Demonstrate leadership through engaging with staff and sharing knowledge about effective teaching and learning in the context of the New Zealand curriculum documents. • Ensure staff members engage in professional learning to establish and sustain effective teacher / learner relationships with all students. • Promote and support the gaining of worthwhile qualifications and successful transitions to tertiary education or employment for all students. • Ensure that the review and design of school programmes is informed by school-based and external evidence. • Foster a professional learning community within which staff members are encouraged to be reflective practitioners engaging with research, and feedback on their professional practice. • Ensure the use of best practices for assessment, and analyse and act upon evidence on student learning to maximise learning for all students. • Focus in particular on success in learning for Māori and Pasifika students, students with special education needs, and students at risk of not succeeding at school.
Systems Develop and use management systems to support and enhance student learning.	• Exhibit leadership that results in the effective day-to-day operation of the school. • Operate effective systems within board policy and in accordance with legislative requirements. • Provide the Board with timely and accurate information and advice on student learning and school operation. • Effectively manage finance, property, health and safety systems. • Effectively manage personnel with a focus on maximising the effectiveness of all staff members. • Use school / external evidence to inform planning for future action, monitor progress and manage change. • Align resource allocation with the school's annual and strategic objectives.
Partnerships and Networks Strengthen communication and relationships to enhance student learning.	• Work with the Board to facilitate strategic decision making. • Actively foster positive relationships with the school's community and local iwi. • Actively foster professional relationships with, and between colleagues, and with government agencies and others with expertise in the wider education community. • Ensure regular interaction with parents and the school community on student progress and other school-related matters. • Actively foster positive relationships with other schools and participate in appropriate school networks.

Part 15: Terms of Settlement

This section sets out the offer for the renewal of the Secondary Principals' Collective Agreement (2025 - 2028) and is to be read in conjunction with the letter of offer and the tracked change collective agreement.

This offer is made by the Public Service Commissioner to the Post Primary Teachers' Association Te Wehengarua (PPTA) and Secondary Principals' Association New Zealand Union (SPANZ), it will be subject to ratification by PPTA and SPANZ members pursuant to section 51 of the Employment Relations Act 2000.

The terms outlined in this document are valid for ratification by PPTA and SPANZ members provided ratification is confirmed and the new collective agreement is signed no later than 5pm on 12 December 2025.

1. Term of agreement

The Secondary Principals' Collective Agreement (2025 - 2028) is effective for a period of 30 months starting on the date of ratification, except as provided for in section 53 of the Employment Relations Act 2000.

2. Remuneration for principals

School roll-based salary component

The parties agree that the school roll-based salary (U-grade) component of principals' remuneration will increase by 2.5% from 5 December 2025, and 2.1% from 5 December 2026, as follows:

U Grade	Current Rate	Rate effective from 5 Dec 2025	Rate effective from 5 Dec 2026	Total overall change to rates (cumulative)	Overall percentage increase
U1	\$118,003	\$120,953	\$123,493	\$5,490	4.65%
U2	\$118,003	\$120,953	\$123,493	\$5,490	4.65%
U3	\$118,003	\$120,953	\$123,493	\$5,490	4.65%
U4	\$127,249	\$130,430	\$133,169	\$5,920	4.65%
U5	\$136,495	\$139,907	\$142,845	\$6,350	4.65%
U6	\$141,781	\$145,326	\$148,377	\$6,596	4.65%
U7	\$147,284	\$150,966	\$154,136	\$6,852	4.65%
U8	\$152,789	\$156,609	\$159,898	\$7,109	4.65%
U9	\$156,531	\$160,444	\$163,814	\$7,283	4.65%
U10	\$160,273	\$164,280	\$167,730	\$7,457	4.65%
U11	\$165,733	\$169,876	\$173,444	\$7,711	4.65%
U12	\$171,195	\$175,475	\$179,160	\$7,965	4.65%
U13	\$176,300	\$180,708	\$184,502	\$8,202	4.65%
U14	\$181,407	\$185,942	\$189,847	\$8,440	4.65%
U15	\$185,876	\$190,523	\$194,524	\$8,648	4.65%
U16	\$190,347	\$195,106	\$199,203	\$8,856	4.65%

3. Extension of U-grade rates

The parties agree to amend the U-grade salary scale to reflect the growth and increasing complexity of secondary schools. Additional U-grade rates will be introduced to ensure that remuneration continues to fairly recognise the leadership scope, scale, and responsibilities of principals leading larger and more complex schools. These new U-grade rates will come into effect from 5 December 2025 as follows:

Current U-Grade and roll	Current Rate	New U-Grade and roll	Rate effective from 5 Dec 2025	Rate effective from 5 Dec 2026
U16 2401+	\$190,347	U16 2401-2600	\$195,106	\$199,203
		U17 2601 – 2800	\$200,106	\$204,203
		U18 2801 to 3000	\$205,106	\$209,203
		U19 3001+	\$210,106	\$214,203

NCEA Change Implementation allowance

The parties agree to introduce a payment to recognise the significant additional leadership and coordination responsibilities associated with implementing NCEA and curriculum changes. This allowance acknowledges the temporary increase in workload required to lead staff, manage systems, and ensure the successful delivery of national education reforms at the school level.

The following clause wording is provided below:

4.4 NCEA Change Implementation allowance

4.4.1 *In recognition of the additional leadership, coordination, and implementation responsibilities arising from the introduction of the revised NCEA and associated curriculum changes during the term of the agreement, an NCEA Change Implementation allowance as set out in clause 4.4.2 shall be payable to the principal.*

4.4.2 *Subject to clause 4.4.3 below, the allowance will be paid in five instalments as follows:*

<i>Pay period</i>	<i>NCEA Change Implementation Allowance Payment</i>
<i>10 December 2025 to 23 December 2025</i>	<i>\$3,000</i>
<i>24 June 2026 to 7 July 2026</i>	<i>\$3,000</i>
<i>9 December 2026 to 22 December 2026</i>	<i>\$3,000</i>
<i>23 June 2027 to 6 July 2027</i>	<i>\$3,000</i>
<i>8 December 2027 to 21 December 2027</i>	<i>\$3,000</i>

4.4.3 *A principal is not entitled to payment of the relevant allowance under clause 4.4.2 where:*

- (a) *the principal is on leave without pay of six months or more as at the pay period the instalment is due; or*
- (b) *in the preceding school year the principal took six months or more leave without pay (either in one continuous period or accumulated across the school year).*

Where a principal who is entitled to the allowance is on leave without pay in the pay period the instalment is due, the allowance will be made on their return to their role during the term of this collective agreement.

4. Career payment adjustment

The parties agree to strengthen and clarify the Career Structure provisions to reflect the importance of developing leadership talent within and across schools. The parties also agree to increase the Career Structure payment by \$1,500 for Beginning, Experienced, and Leading principals from 28 January 2026.

The following clause wording is provided below (noting that additional technical changes and changes to recognise Charter School service as a transferred employee are in the tracked change collective):

4.3 Secondary Principals' Career Structure

- (a) *This clause outlines a career progression for secondary principals who meet the professional criteria as affirmed by their board and the service criteria. Payments made under this clause are to encourage and recognise individual professional growth, leadership and contribution of a secondary principal.*
- (b) *Provided that the principal has completed a Professional Growth Cycle and provided with an annual statement as in clause 4.1 within the last 12 months, principals covered by this collective agreement will be entitled to a career allowance based on clauses 4.3(c)–(j) and the following service and professional criteria:*

Stage	Service criteria	Professional criteria
1-Beginning principalship	Minimum of 3 years continuous service as a principal in a New Zealand State or State Integrated Secondary School, including any periods of Secondment to a Specified Education Sector Agency	- Completing Professional Growth Cycles and providing summary statements (as in clause 4.1). - Completion of the First Time Beginning Principals' Programme (or similar) - Participation in a professional learning and development plan which may involve (but is not limited to) mentoring, professional supervision, study or a professional learning and development project identified in a Professional Growth Cycle.

2 – Experienced principal	Minimum of 6 years continuous service as a principal in a New Zealand State or State Integrated Secondary School, including any periods of Secondment to Specified Education Sector Agency	- Completing Professional Growth Cycles and providing summary statements (as in clause 4.1). - Participation in a professional learning and development plan that demonstrates professional growth, including pedagogical leadership. This could be through further tertiary study/qualifications, a sabbatical project or professional learning project in own school context. - Grow and distribute leadership within their school. - Engage in active collaboration with colleagues across learning communities. - Plays an ongoing role in developing leadership talent in their school
3 – Leading principal	Minimum of 9 years continuous service as a principal in a New Zealand State or State Integrated Secondary School, including any periods of Secondment to Specified Education Sector Agency.	- Meeting the requirements of the experienced principal (as above) (a) Contribution to or leadership of a learning or professional community that contributes to the wider education sector. - Grow and distribute leadership within their school. - Engage in active collaboration with colleagues across learning communities. - Plays an ongoing role in developing leadership talent in their school

- (c) The board is responsible for verifying that the principal meets the professional criteria (for example check that the Professional Growth Cycle has been successfully completed and check that the annual statement has been provided), after which one of the following career allowances shall be made and will be paid fortnightly. A principal can only receive one payment under 4.3(d) at any one time.
- (d) The annual career allowances for a secondary principal who meets the service and professional criteria are as follows:

Stage	Current Rate	Rates effective from 28 January 2026
1 – Beginning principalship	\$3,714	\$5,214
2 – Experienced principal	\$7,428	\$8,928
3 – Leading principal	\$11,143	\$12,643

5. Leadership in Realising Youth Potential

The parties agreed that the payments provided to recognise the work that principals will do to develop and implement actions to increase the retention, engagement, and achievement of students in secondary schooling, help young people build on their qualifications when they leave school, and to progress along clear pathways into sustainable employment will be increased as follows:

U-grade	Current Rate	Rates effective from 28 January 2026	Rates effective from 28 January 2027
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U1	\$8,500	\$9,500	\$10,000
U2, U3, U4, U5, U6	\$12,000	\$13,000	\$13,500
U7, U8, U9	\$13,500	\$14,500	\$15,000
U10, U11, U12, U13	\$15,000	\$16,000	\$16,500
U14, U15, U16, U17, U18, U19	\$16,000	\$17,000	\$17,500

6. Principal Mentor Allowance

The parties agree that principals selected to be a mentor in the Aspiring and Beginning Principals' Programme will be provided with an allowance of \$5,000 per annum. This allowance acknowledges the important role of experienced principals in supporting, guiding, and developing new school leaders, thereby strengthening the leadership pipeline and overall system capability.

The following clause wording is provided below:

3.10 *Principal mentor allowance*

- (a) *Where an Employer is advised by the Ministry of Education that the principal has been selected to act as a mentor in a national mentoring programme approved by the Ministry of Education, the principal will be entitled to a Principal Mentor Allowance while they are acting as a mentor, in accordance with clauses 3.10 (b) - (e).*
- (b) *The mentoring allowance is \$5,000 per annum*
- (c) *The mentoring allowance will be paid fortnightly with the principal's salary, including during periods of paid leave.*
- (d) *The principal's participation as a mentor will be managed in accordance with the programme and is conditional on the continued consent of the Employer. The Employer will be advised through this programme when to provide written notice to the principal of when the mentoring role will start and end.*
- (e) *The Employer or the principal may end the principal's participation as a mentor with one term's written notice.*

7. Alignment of rates of pay for MITA

The parties agree to amend the Māori Immersion Teaching Allowance (MITA) rates for secondary principals to align with those currently applying to area school principals to ensure consistency across principal groups.

The updated rates in clause 3.9 are reflected in the table are provided below:

Teaching time curriculum taught in Te Reo Māori	Rates from 5 December 2025		
	Level 1 (81% to 100%)	Level 2 (51% to 80%)	Level 3 (31% to 50%)
Base allowance	\$6,000	\$5,000	\$4,000
After 3 years service	+\$4,000	+\$2,000	
Total after 3 years service	\$10,000	\$7,000	
After 6 years service	+\$6,000	+\$3,000	
Total after 6 years	\$12,000	\$8,000	\$4,000

8. Medical retirement

The parties agree to amend the medical retirement provisions to ensure proper oversight and accountability in the use of public funds. Under the revised provisions, Ministry concurrence will be required for all medical retirement applications. The parties have also updated the clause wording to enhance readability.

The following clause wording will replace the existing Part 7:

7.1 Medical Retirement

7.1.1 Purpose

- (a) *The purpose of this provision is to:*
- (i) *Allow principals with a terminal or serious illness to retire with dignity, and*
 - (ii) *Give the school board the ability to promptly recruit a new principal to the vacant position.*

7.1.2 Eligibility

- (a) *The principal must be currently employed in a permanent position at the time of application.*
- (b) *Medical retirement cannot be granted retrospectively — once a principal is no longer permanently employed, medical retirement cannot be approved and concurrence cannot be granted.*
- (c) *The principal must be medically unfit for work, which means that they have either:*
 - (i) *a terminal illness that makes them unable to continue to work or to return to work in a state or state integrated school, or*
 - (ii) *a serious illness or injury that causes them wholly or substantially unable to perform their duties and is unlikely to allow them to work as a principal now or in the foreseeable future.*
- (d) *Principals receiving weekly compensation from the Accident Compensation Corporation are not eligible for medical retirement.*

Note: *Stress is not a medical diagnosis and does not qualify a principal for medical retirement. However the medical effects of stress may be considered if they meet the criteria.*

7.1.3 Application Process: Who Can Initiate Process

- (a) *Either the principal or employer can initiate the process, but the employer may only initiate the process if the principal has been wholly or substantially unable to perform their duties for a prolonged period due to medical reasons.*

7.1.4 Pre-Process for Employer-initiated Medical Retirement

- (a) *Before the employer initiates a medical retirement process, the employer will:*
 - (i) *write to the principal explaining their concerns and why they think medical retirement may be an appropriate option*
 - (ii) *inform the principal that they can attend up to three sessions with an Employee Assistance Programme (EAP) for counselling, and give the principal the opportunity to do so*
 - (iii) *outline what the medical retirement process will be if the employer decides to proceed*
 - (iv) *inform the principal of their right to have a representative.*

7.1.5 Step One: Medical evidence

- (a) *Medical retirement must be supported by medical evidence. To obtain this, the principal will be examined by a registered medical specialist and obtain a written opinion that:*
 - (i) *describes the principal's illness or injury,*
 - (ii) *confirms whether or not the effect of that illness or injury is that principal is:*
 - (a) *unable to continue to work or returning to work in a state or state integrated school (for terminal illness), or*
 - (b) *mostly or completely unable to perform their duties, and unlikely be able to work as a principal now or in the foreseeable future (for serious illness or injury), and*
 - (iii) *provides reasons for the medical opinion.*
- (b) *If the medical retirement process was initiated by the employer:*
 - (i) *The employer will choose the specialist and will meet the costs.*
 - (ii) *The principal is entitled to seek a further medical opinion from a specialist of their choice, at their own cost.*
- (c) *If the medical retirement process was initiated by the principal:*
 - (i) *The principal will choose the specialist and will meet the costs.*
 - (ii) *The employer can require a further medical opinion from a specialist of their choice, at the employer's cost.*
- (d) *If two specialists give conflicting opinions, the principal and employer will try to agree on a third specialist for another opinion. If they cannot agree, the employer will choose the third specialist and will meet the costs of the third medical opinion.*

General Practitioner Assessment (If a Specialist Is Not Available)

- (e) *If the principal cannot get a medical specialist's opinion in a reasonable time or because of distance, they may instead see a registered general practitioner (GP).*

- (f) *The GP will provide a written report that:*
 - (i) *contains the information referred to in clause 7.1.5(a) above, and*
 - (ii) *confirms that the principal was unable to get a specialist's opinion in a reasonable time or because of distance.*
 - (g) *If the medical retirement process was initiated by the employer:*
 - (i) *The employer will choose the GP and will meet the costs.*
 - (ii) *The principal is entitled to seek a further medical opinion from a GP of their choice, at their own cost.*
 - (h) *If the medical retirement process was initiated by the principal:*
 - (i) *The principal will choose the GP and will meet the costs.*
 - (ii) *The employer can require a further medical opinion from a different GP of their choice, at the employer's cost.*
 - (iii) *If the two GPs give conflicting opinions, the principal and employer should try to agree on a third GP or specialist. If they cannot agree, the employer will choose one and will meet the costs of the third medical opinion.*
- 7.1.6 *Step Two: Assessment*
- (a) *If the majority of the medical evidence does not support the principal's medical retirement, the process will end.*
 - (b) *If the majority of the medical evidence supports the principal's medical retirement, the employer will seek concurrence from the Secretary to retire the principal on medical grounds.*
- 7.1.7 *Step Three: Requesting Concurrence*
- (a) *All applications for concurrence must be in writing and include all necessary documents, including confirmation from the board that all sick leave has been entered into the payroll system.*
 - (b) *Applications for concurrence will be granted, generally within 10 working days, where:*
 - (i) *The correct process has been followed, and*
 - (ii) *The medical evidence has been supplied in sufficient detail so as to support the application for medical retirement as specified in clause 7.1.5.*
 - (c) *If the medical evidence is incomplete or insufficiently clear, the Secretary may ask the employer to seek a further medical opinion.*
 - (d) *Medical retirement takes effect on the date the board is notified that concurrence has been granted.*
- 7.1.8 *Step Four: Medical Retirement Payment*
- (a) *Notification & Retirement Date*
On receiving notification that the Secretary has granted concurrence, the employer will inform the principal that they are medically retired as at the date of the Secretary's notification. No notice is payable.

(b) *Payment Options*

The principal can choose one of these payment options:

- (i) *Lump-sum sick leave payment: The principal will receive the remaining balance of their unused sick leave (as at their final day of employment) as a lump-sum payment.*
- (ii) *Three months' salary in lieu of notice.*

Notes:

(1) *The lump sum is based on the normal fortnightly salary of the principal at the time of medical retirement — it will not include future salary increments. Holiday pay will be given up to the retirement date, but the lump sum itself does not attract holiday pay.*

(2) *All payments will be taxed as per normal tax rules*

(c) *Restrictions*

- (a) *Once a payment option is actioned, the principal cannot change it.*
- (b) *Disregarded sick leave is not able to be converted to a payment under any of the provisions of medical retirement.*
- (c) *If a principal passes away before applying for medical retirement or being paid medical retirement benefits, their estate cannot claim the payment.*

7.1.9 *Filling the Vacant Position & Informing Teaching Council*

- (a) *Once the Secretary has given concurrence to the principal's medical retirement, the employer can permanently fill the position as if it were vacant.*
- (b) *The position must be advertised in the Education Gazette as an actual vacancy position.*
- (c) *The employer must notify the Teaching Council that the principal has been medically retired.*

7.1.10 *Re-entry Policy*

- (a) *The parties do not expect that a principal who medically retired will return to work as a principal in the future. However, in exceptional circumstances a principal may become medically fit to work.*
- (b) *A medically retired principal should be declared medically fit by a registered medical specialist before being re-employed in any principal position in the Education Service (as defined in section 10(7) of the Education and Training Act 2000). Where the medically retired principal is re-employed, the following rules apply:*
 - (i) *The principal is entitled to sick leave based on the Holidays Act 2003 rather than the sick leave provisions in clause 5.2.1 of this Agreement.*
 - (ii) *If the principal returns to work sooner than the number of weeks covered by their medical retirement payment, they must refund the excess payment.*
 - (iii) *The principal cannot be medically retired a second time.*

9. Annual leave management

The parties agree that taking annual leave regularly is an essential part of supporting principal wellbeing and effective leadership. To achieve this, clauses 5.9 and 5.10 will be amended to reinforce expectations around annual leave planning, recording, and management, ensuring that principals are supported and encouraged to take their full leave entitlement each year.

Clauses 5.9 and 5.10 will read as follows:

5.9 Leave Records

5.9.1 The board must keep clear records of all leave taken by the principal, including annual leave, sick leave, bereavement leave, family violence leave, periods of special leave, and any period during which accident compensation is received.

5.10 Annual Leave

5.10.1 Principals are entitled to six (6) weeks' annual leave each year.

5.10.2 Annual leave will normally be taken when the school is closed for instruction. Such leave will be taken at a time or times agreed with the school board that will not unreasonably impinge upon the proper performance of the principal's responsibilities and duties under this agreement.

5.10.3 It is expected that annual leave will be taken in the year in which it falls due. Where the entitlement is not used and the board and the principal are unable to reach agreement as to the timing of leave, the board may direct the principal to take their annual leave by giving them not less than 14 days' notice. The board and the principal may agree, in writing, that the unused entitlement may be carried over to the following year.

5.10.4 The board will ensure that arrangements are in place to cover the principals' duties while the principal is on annual leave. During term time this will require a teacher to act up into the principal's role. When the school is closed for instruction, this will generally be limited to dealing with any emergencies or significant events that arise.

5.10.5 Clause 5.10.2 does not limit the ability of the board and principal to agree that the principal will be at the school during any period or periods when the school is closed for instruction, and the principal is not on annual leave, as they consider appropriate and consistent with their responsibilities under this agreement or at law.

10. Disregarded sick leave

The parties agree to amend clause 5.2.7 as follows to clarify the scope of the provision.

5.2.7 Disregarded sick leave

(a) Subject to (e) below, disregarded sick leave not exceeding an overall aggregate of two years shall be granted by the Secretary for Education where in the opinion of the Secretary one of the following conditions has been met:

- (i) *The sickness can be traced directly to the conditions or circumstances under which the principal is working; or*
- (ii) *The injury occurred in the discharge of the principal's duties through no fault of the principal and where no payment has been made by the Accident Compensation Corporation; or*
- (iii) *The principal has contracted a notifiable disease listed in Part 1 of Schedule 1 of the Health Act 1956, and the principal is either:*
 - 1. *Complying with a written request or direction from a Medical Officer of Health under the Health Act 1956 to refrain from attending school for a specified period, or*
 - 2. *Is otherwise required by relevant Public Health Order to refrain from attending school for a specified period.*
- (iv) *The principal has contracted hepatitis or tuberculosis, where the period of disregarded sick leave is the time that the principal's treating registered medical practitioner decides is necessary for the principal to remain away from school; or*
- (v) *The absence was due to war injury or service.*
- (b) *Where sick leave has been deducted for any period granted as disregarded sick leave under 5.2.7(a)(i) to 5.2.7(a)(v) above, the sick leave will be reinstated.*
- (c) *Disregarded sick leave is additional to any period of absence on account of sickness or injury to which the principal is entitled with full salary in accordance with the scale set out in clause 5.2.1 above.*
- (d) *Fixed term or relieving principals shall only be granted disregarded sick leave, as provided for in 5.2.7(a) above, where they have been in continuous employment before the date of application.*
- (e) *Disregarded sick leave will not be granted:*
 - (i) *Where circumstances leading to a complaint against the employer or a personal grievance have substantially caused the sickness.*
 - (ii) *Where the employee being subject to a disciplinary or performance management process has substantially caused the sickness.*
 - (iii) *Where the employer has agreed to support an application for disregarded sick leave as part of settlement of an employment relationship problem or a negotiated exit from employment.*
 - (iv) *Where payment has been made by the Accident Compensation Corporation.*
- (f) *For the avoidance of doubt:*
 - (i) *Where an employee qualifies for disregarded sick leave, that qualification is not lost by subsequent lodging or pursuit of a personal grievance, nor by the employer's subsequent initiation of a performance management process.*
 - (ii) *If a personal grievance is lodged as the result of the employer's handling of an employee's request for disregarded sick leave, this does not disqualify the employee from being granted disregarded sick leave.*
 - (iii) *Illnesses (including those that are stress-related) that are not barred by (e) above can confer eligibility for disregarded sick leave.*

11. Recognition of service for employees transferred to converted (charter) schools who return to state and state-integrated schools

The parties agree to recognise previous service in a Converted School for employees who were transferred to a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020, provided the employee's service is continuous. The new clause wording is in the tracked change collective, but includes the following definitions:

1.4.1 (b) *"Converted School" has the same meaning as in cl. 114 of Schedule 1 of the Education and Training Act 2020.*

1.4.1 (k) *"Transferred Employee" means any employee who was transferred from employment in a state or state integrated school to employment in a charter school under clause 119 of Schedule 1 of the Education and Training Act 2020.*

Note: *additional changes to recognise Charter School service as a transferred employee, such as for the career structure payment is provided in the tracked changed collective.*

Terms of settlement only

12. Approaches to remuneration comparability

The parties:

- (a) Acknowledge that different approaches to remuneration may be agreed in collective agreements for principals and teachers in state and state integrated schools.
- (b) Have a shared interest in broad comparability in overall remuneration changes for principals and teachers in state and state integrated schools.
- (c) Commit to discussing what broad comparability in overall remuneration changes means following ratification of any collective agreement during the term of this agreement that covers the work of principals or teachers in State and State Integrated Schools. The employer will assess the broad comparability of such a collective agreement and propose any adjustment to SPANZ and PPTA within one month of the commencement of that collective agreement.

13. Discussion group on consolidating allowances

The parties agree to meet within six months following ratification of the last of the PTCA, ASTCA, PPCA (NZEI), ASPCA to settle, to discuss how the current hard-to-staff allowances available to principals and teachers could be improved, by consolidating them into fewer, more meaningful, better targeted, and more purposeful allowances that are more effective in supporting recruitment and retention in hard to staff schools. This includes the High Priority Teacher and Principals' Allowances, the Isolation Allowances and the Staffing Incentive Allowances provided under the various collective agreements. Any agreed changes will be incorporated by means of a variation.

14. Termination of employment of employee whose annual wages or salary meets or exceeds specified threshold

As at the date this Terms of Settlement is signed the Employment Relations Amendment Bill is before Parliament. If enacted, one of the effects of the legislation will be to introduce a wages and salary threshold above which:

- a personal grievance for unjustified dismissal cannot be pursued,
- good faith requirements in section 4(1A)(c) do not need to be complied with, and
- employers do not need to provide a statement in writing of the reasons for the dismissal.

The parties intend that principals' current entitlements in relation to dismissal are maintained for the term of this collective agreement. Therefore, if legislation is enacted during the term of this collective agreement that limits principals' current entitlements in relation to dismissal, the Secretary will, within 14 days of those limits coming into force, offer a variation to the SPCA that provides that for the term of this collective agreement those limits do not apply. The parties agree that upon receipt of the unions' acceptance of the offer, the SPCA shall be deemed to be varied pursuant to clause 1.6 in the terms outlined in the offer.

14. Technical and Readability

The parties agree to technical changes intended to provide clarification and readability. A tracked change version of the SPCA will be provided for ratification.

16. Related Matters

If this offer is ratified by 12 December 2025, Education Payroll Limited (EPL) will implement the pay rates by 7 April 2026.

The parties note that following ratification the Secretary for Education will promulgate an individual employment agreement for non-union employees based on the terms and conditions in the collective agreement.

Signed in Wellington on 24 November 2025 by:

Fran Renton
Advocate PPTA Te Wehengarua

Scott Haines
Advocate for SPANZ Union

Mark Williamson
Advocate on behalf of the Public Service Commissioner

Witnessed:
Patrick Ikiua
For Te Whakarōputanga Kaitiaki Kura o Aotearoa

Part 16: Signatories

Signed in Wellington on 12 December 2025.

Fran Renton
Advocate for NZPPTA Te Wehengarua

Scott Haines
Advocate for SPANZ Union

Secretary for Education
by its duly authorised representative Jason Tuck

Witnessed by:
Patrick Ikiua
For Te Whakarōputanga Kaitiaki Kura o Aotearoa