



Area School Teachers Collective Agreement - Our claim

Our claims are joint claims developed through collaboration between NZEI Te Riu Roa and PPTA Te Wehengarua members. They are focused on ensuring that the teaching profession is valued and recognised and that the two major issues of teacher supply and workload are addressed.

Equity

As Area School Teachers we have close connections across all year levels of our school. We can see the challenges that inequity between teachers of different year levels cause and many of us use informal arrangements to try and address these inequities where we can. These claims are to formally address the inequity within our schools, and also between our collective agreement and the secondary and primary collective agreements.

Kaupapa/ Issues	Claim
<p>Equity</p> <p>Members have said that there should not be any differences between groups of teachers and the sector, we want equity. To catch up with secondary teacher colleagues to address the salary lost over the last 10 years.</p> <p>Recognition of the value they add for being union members.</p>	<ul style="list-style-type: none"> • Alignment of the expiry dates of the Area School, Primary and Secondary Collective Agreements. • Increasing non-contact of year 1-6 teachers to 5 hours per week. • Introduce a mechanism to recognise the responsibility of teachers in small schools. • Introduction of Senior Management Allowances. • A 1% bargaining fee payable by non-members of the PPTA Te Wehengarua or NZEI Te Riu Roa. • A one off lump sum payment of \$3000.
<p>Recruitment & Retention</p> <p>There are some issues with relativity and limited recognition for teachers with specialist skills and expertise. Both these factors are contributing to the teacher shortage crisis.</p>	<ul style="list-style-type: none"> • Payment of the Teaching Council practising certificate fees by the Secretary for Education to continue as an on-going permanent provision. • An increase in the value of unit payments to \$6000. • An increase in the number of units that are allocated to Area Schools. • An increase in the value of middle management allowances to \$1500.

	<ul style="list-style-type: none"> • An increase to the Area School Priority Supply Allowance to \$4000. • Provisionally certified teachers to be eligible for the same Area School Priority Teacher Supply Allowance as fully certified teachers. • Introduction of a high cost accommodation allowance. • Increase careers allowance to \$2250 and career framework development.
<p>Workload</p> <p>Teachers are facing immense pressure due to enormous workloads and more responsibilities without any additional staffing or time.</p> <p>There aren't enough resources available for supporting children with additional learning needs.</p> <p>Teachers need time to teach.</p>	<ul style="list-style-type: none"> • Provision of one additional hour of non-contact time for unit holders. • Provision of two hours per week non-contact for teachers without a permanent unit who hold leadership roles in curriculum or pastoral areas. • Recognition of the role of SENCO. • Increase the number of Resource Teachers to better reflect student need. • Increase in non-contact for year 7-13 teachers to 6 hours per week. • Māori and Pasifika community liaison roles. • Introduction of a Pasifika immersion targeted allowance. • Staffing increase for all year groups. • Provision of a guaranteed 1 hour time allowance for designated careers advisors and for a working party to investigate the complex issues around guidance counsellors.
<p>Pay</p> <p>A significant pay increase that values the profession.</p>	<ul style="list-style-type: none"> • A 15% increase on all base scale salary rates in the first year of the agreement. • After the 15% increase any further increases to maintain relativity of the teaching scale to 1.74 of the average medium wage