

ASTCA settlement at a glance

We have received an offer from the government and look forward to hearing your response to it through a formal ratification process. You will be able to vote on the offer by electronic ballot between the 19th and 25th of June.

So, what's in the offer for area school teachers?

- A lump sum payment of \$1500 on 1 July **for union members** only (pro rata for part-time, short term and relief teachers).
- The same start and end date of your collective agreement with the primary and secondary teachers' collective agreements. If ratified, they will all now start on 1 July 2019 and end on 31 June 2021. **No pay lag!**
- Pay increases on 1 July 2019, 1 July 2020 and 1 July 2021. The increases mean an average increase to base scale rates of 10% over 2 years and a 15% increase to the top step.
- An increase in the unit payment from \$4000 per unit to \$5000 per unit from the start of the school year, 2020.
- An increase in the middle management allowance payment from \$1000 per MMA to \$2000 from the start of the school year, 2020.
- Payment of the Area School Priority Teacher Supply Allowance at \$2500 for all eligible teachers from 1 July 2019.
- An increase to the Careers Advisor allowance from \$1500 to \$2250 from 1 July 2019.
- Simplification of the isolation allowance clause.
- Changes to parental leave provisions so they are gender neutral.
- No pass on of the new terms and conditions to non-members for 3 months.

A universal base scale

There will be a universal base salary scale across the primary, secondary and area school teachers' collective agreements for the term of the agreement. This means the new salary scale looks different from what is in the collective agreement now.

An accord

PPTA Te Wehengarua, NZEI Te Riu Roa and the Ministry of Education have also agreed to an accord which includes:

- Eight teacher only days over the next three years. These eight days will not extend the school year.
- Removing performance appraisal. This requires legislative change.

The new payscale is on the next page.

Unified Base Salary Scale for Trained Teachers										
Step	Qualification Group Notations	Rates effective 2 March 2018	Step	Qualification Group Notations	Rates effective 1 July 2019	Step	Qualification Group Notations	Rates effective 1 July 2020	Rates effective 1 July 2021	Percentage increase of step
A3	H1E	\$38,151	1	H1E, H2E, H3E	\$48,410	1	H1E, H2E, H3E	\$49,862	\$51,358	13(from step 5)
A4	H2E	\$41,085								
A5		\$45,485								
A6	H3E	\$49,888	2		\$50,470	2		\$51,984	\$53,544	7
A7	H3+E	\$51,525	3	H3+E	\$52,736	3	H3+E	\$54,318	\$55,948	9
A8	H4E	\$53,473	4	H4E	\$54,796	4	H4E	\$56,440	\$58,133	9
A9	H5E	\$56,627	5	H5E	\$58,247	5	H5E	\$59,994	\$61,794	9
A10	H1M	\$60,700	6	H1M	\$62,000	6		\$63,860	\$65,776	8
A11	H2M	\$64,925	7	H2M	\$66,100	7		\$68,000	\$70,040	8
A12		\$70,235	8		\$71,000	8		\$73,000	\$75,190	7
A13	H3M	\$73,650	9	H3M	\$75,200	9		\$77,100	\$79,413	8
A14	H3+M, H4M, H5M	\$78,000	10	H3+M, H4M, H5M	\$80,500	10	H1M, H2M, H3M	\$83,000	\$85,490	10
						11	H3+M, H4M, H5M	\$87,000	\$90,000	15(from step 14)