

Terms of Settlement
Secondary Teachers' Collective Agreement 2013-2015 Variation
Dated 13 September 2013

This document sets out in full the clauses in the Secondary Teachers' Collective Agreement 2013-2015 that are varied by this settlement.

The agreement to vary the Secondary Teachers' Collective Agreement 2013-2015 has been settled between the Ministry of Education and the New Zealand Post Primary Teachers' Association and shall be subject to the ratification by the New Zealand Post Primary Teachers' Association pursuant to section 51 of the Employment Relations Act.

In settlement of the variation to the Secondary Teachers' Collective Agreement 2013-2015 the parties agree to vary the following clauses:

4.1 Salary Scales

This collective agreement provides for a base scale for trained teachers and a base scale for untrained teachers. The 'G' notations in this collective agreement recognise that the New Zealand Qualifications Framework provides the appropriate framework for determining the linkage between the qualification and the salary.

4.1.1 The following salary rates are payable to teachers covered by this agreement from the date specified. Key to the table is on the next page.

A: Base Scale - Trained Teachers

B: Base Scale – Untrained Teacher

C: Units

Key to table

The Base Scale – Trained Teachers shall apply to all teachers who are registered (including Provisionally Registered Teachers and Subject to Confirmation categories but not Limited Authority to Teach) by the New Zealand Teachers Council as they are considered, for the purposes of this clause, to be trained and qualified as teachers to teach in NZ.

The Base Scale – Untrained Teachers shall apply to teachers who are employed with a Limited Authority to Teach status.

The entry point for teachers who are employed with a Limited Authority to Teach and lack a subject/specialist qualification shall be step one of the Base Scale – Untrained Teachers.

The maximum step for teachers who are employed with a Limited Authority to Teach and lack a subject/specialist qualification shall be step four of the Base Scale – Untrained Teachers.

E = Entry step for qualification group

M = Maximum step for qualification group

The 'G' notations relate to the entry points and qualifications maxima for teachers who have a qualification defined below. The qualification groups (subject to the operation of clause 4.2.2) for salary purposes are:

G1 Level 5 qualification

G2 Level 6 qualification

G3 Level 7 qualification (See note 1 below)

G3+ Level 7 subject/specialist qualification (See notes 1, 2 and 3 below)

G4 Level 8 qualification or two Level 7 subject/specialist qualifications (See notes 1, 2 and 3 below)

G5 Level 9 and 10 qualifications – Masters or PhD

- Note 1:** NZ Level 7 qualifications must be a Diploma (excluding a National Diploma), Graduate Diploma or Degree at Level 7. NZ Level 8 qualifications must be a Post Graduate Diploma or Honours Degree at Level 8. For overseas qualifications refer to Note 3.
- Note 2:** From 13 April 2011, for NZ trained teachers the measure for G3+ is New Zealand Teachers Council registration and a Level 7 subject/ specialist qualification as defined in Note 1.
- Note 3:** From 13 April 2011, for overseas trained teachers the measure for G3+ that the New Zealand Teachers Council has granted registration and the NZQA has determined that either:
- the qualification(s) is/are comparable to a NZ Level 7 subject/ specialist qualification as defined in Note 1; or
 - the qualification(s) has/have Level 7 (graduate) study in a subject/specialist area(s) i.e. any area of study that is not Initial Teacher Education.
- Note 4:** Teachers with primary teaching qualifications only are placed as follows:
- G1 = Diploma of Teaching;
 - G2 = Higher Diploma of Teaching; and
 - G3 = Advanced Diploma of Teaching or Bachelor of Teaching.
- Note 5:** From 13 April 2011, teachers with New Zealand Teachers Council registration to whom Note 4 does not apply and whose subject/specialist qualification(s) are Level 6 or lower will be G3. For clarity, this note does not change the qualification group or the maximum step for teachers in qualification groups G1 or G2 prior to 13 April 2011.
- Note 6:** The Qualifications Chart (MoE Circular 1999/11) and subsequent lists that were compiled through the qualifications verification process undertaken by the PPTA and the Ministry of Education will continue to be used to inform judgments about qualifications for salary purposes where the qualification was unable to be allocated a level by reference to the New Zealand Qualifications Framework.
- Note 7:** Quality Assurance Processes
- The New Zealand Qualifications Authority registers New Zealand qualifications at levels on the New Zealand Qualifications Framework and assesses overseas qualifications against the Framework.
 - The New Zealand Teachers Council approves and monitors teacher education courses that lead to teacher registration.
 - Secondary teacher education providers of approved courses limit entry into their courses to those with Level 7 qualifications that support the teaching of the New Zealand secondary curriculum in years 7-13.
 - Teacher education providers graduate only those who meet the New Zealand Teachers Council Graduating Standards: Aotearoa New Zealand.
 - Ministry of Education verifies the level(s) of qualification(s) for pay purposes using information from the New Zealand Qualifications Authority and the New Zealand Teachers Council.
- Note 8:** Issues Committee
- A committee, called the Issues Committee, made up of representatives of the New Zealand Qualifications Authority, the New Zealand Teachers Council, the Ministry of Education, the New Zealand School Trustees Association and the Post Primary Teachers' Association will meet from time to time, upon request of any of the named organisations, to consider and resolve any outstanding or new issues about teachers'

qualifications in relation to salary. These may be either individual cases or more general qualification or teaching qualification issues.

- In the first instance the New Zealand Teachers Council or the New Zealand Qualifications Authority respectively make decisions about teacher education requirements and qualifications;
- Where a matter remains unresolved, the Committee will be convened to seek to resolve the matter;
- Where the Committee is unable to resolve the issue, the Secretary for Education may exercise discretion to determine an appropriate placement or progression on the salary scale.

4.2 Application of Salaries

(See also Start of Year clause 3.2A.)

4.2.1 Qualification Groups for Salary Purposes

- a. A teacher's qualification group will be determined by reference to the New Zealand Qualifications Framework. It is noted that the G3+ salary group requires both New Zealand Teachers Council registration and the Level 7 subject/specialist qualification.
- b. Except where otherwise provided in this agreement, a teacher shall be held at the maximum point of the salary scale for their qualification group.
- c.
 - i. Trained teachers who improve their qualification(s) shall, on the effective date of improving the qualification(s), receive at least the minimum commencing step for the new qualification(s).
 - ii. Those teachers who, in accordance with (b) above, have been held at the maximum point of the salary scale for their qualification group for one or more years of service for salary purposes and who subsequently improve their qualification(s) shall be entitled to progress one salary step towards the maximum step of their new qualification group from the effective date of improving their qualification(s). This date shall become their new anniversary date for salary progression purposes.
 - iii. The effective date for the improvement of qualification(s) to a higher group is the date of official notification. In the absence of an official notification of completion of the qualification, the effective date will be the date the qualification was awarded, following confirmation of this by the provider.

4.2.2 Commencing Salary Starting Rates Apply as Follows:

- a. The starting salaries of teachers who have New Zealand Teachers Council registration and who also have a qualification defined by a 'G' notation are noted alongside the salary scale.
- b.
 - i. The starting salaries of teachers who do not have New Zealand Teachers Council registration but have a qualification defined by a 'G' notation are noted alongside the Base Scale – Untrained Teachers.
 - ii. If such a teacher is subsequently granted New Zealand Teachers Council registration s/he shall translate to the minimum step payable for the relevant qualification group on the Base Scale – Trained Teachers or, if such a teacher's salary is already at or above the applicable minimum step payable on the trained teachers scale, that teacher will translate to the next highest step on the scale. This date shall become their new anniversary date for salary progression purposes.

Note: For example a teacher who was on step 9 of the untrained teachers scale would translate to step 6 trained teachers scale.

- c. Teachers who do not have a subject/specialist qualification defined by a 'G' notation and who do not have New Zealand Teachers Council registration commence on step one of the Base Scale – Untrained Teachers.
- d. The Secretary for Education, having regard to a teacher's previous service and professional, technical, practical or other suitable experience, may approve a higher commencing step than set out in 4.2.2 (a) to (c) above, subject to the provisions of Appendix A. The Secretary for Education may, in exceptional circumstances, exercise discretion in the placement or progression of a teacher within the salary scale.
- e. Applications that are received under clause 4.2.2(b)(ii) from 1 June 2008, and where the NZ trained teacher has completed a course of teacher education (as recognised by the New Zealand Teachers Council) after 1 November 2007, can have relevant work experience already counted in the teacher's first salary assessment included, where:
 - i. adding that relevant work experience would improve the teacher's salary step from the minimum step payable for the relevant qualification group; and
 - ii. the teacher has commenced their first teaching position within the six months prior to completion of the "recognised course of teacher education" referred to in clause 4.2.2(b)(ii).

Signed at Wellington on 13 September 2013

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Tanya Duncan
for the Secretary for Education

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Jane Benefield
for the New Zealand Post Primary Teachers'
Association

Witnessed by:
Colin Davies
New Zealand School Trustees Association