

Variation to the Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement 2013-2016

In accordance with clause 1.5 of the Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement 2013-2016 (KTCA), this document sets out the specific clauses varied in the KTCA in order to maintain the Unified Pay System between kindergarten teachers and primary teachers in the State and state integrated school sector during the term of the KTCA.

This variation was reached by agreement between the Secretary for Education and the New Zealand Educational Institute Te Riu Roa (NZEI) and will be binding on teachers and employers of those teachers covered by the KTCA in accordance with section 74(6) of the State Sector Act 1988 (as amended by the Employment Relations Act 2000) from the date this variation is signed.

PART THREE: REMUNERATION

3.1 SALARY SCALES

1. In the settlement of the Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement 2000-2002 the parties committed themselves to the implementation of pay parity for kindergarten teachers. Head teacher salaries were benchmarked to the base salary (excluding the roll-based supplementary component) of a primary U1 teaching principal. Base scale teacher salaries were benchmarked to the salaries of base scale primary teachers holding qualifications in the corresponding qualification groups and who had the same length of recognised service for salary purposes under their respective agreements.
2. Subject to 3.2, the following salary rates apply:

a. K1 – Base scale Teachers

Step	Base scale notations	Current KTCA rates (effective 8 June 2015)	Rates effective 2 May 2016
1	P1 entry	\$35,267	\$35,972
2	P2 entry	\$37,979	\$38,739
3		\$42,046	\$42,887
4	P3 entry	\$46,117	\$47,039
5	P3+ entry	\$47,662	\$48,615
6	P4 entry	\$49,508	\$50,498
7	P5 entry	\$52,220	\$53,264
8	P1 max	\$57,306	\$58,452
9	P2 max	\$61,447	\$62,676
10		\$65,788	\$67,104
11	P3 max	\$69,099	\$70,481
12	P3+, P4, P5 max	\$73,000	\$74,460

b. Scale K2 – Head Teachers

K2	Current KTCA rates (effective 8 June 2015)	Rates effective 2 May 2016
	\$75,229	\$76,734

PART EIGHT: SENIOR TEACHERS

8.1 [no change]

8.2 [no change]

8.3 SALARY SCALES

1. In the settlement of the Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement 2000-2002 the parties committed themselves to the implementation of pay parity for kindergarten teachers. Senior teacher K3 and K4 salaries were benchmarked to the base salary (excluding the roll-based supplementary component) of a primary U2 and U3 principal respectively.

2. Subject to 3.2, the following salary rates apply:

a. **Scale K3 Senior Teacher**

K3	Current KTCA rates (effective 8 June 2015)	Rates effective 2 May 2016
		\$85,237

b. **Scale K4 Senior Teacher**

K4	Current KTCA rates (effective 8 June 2015)	Rates effective 2 May 2016
		\$92,482

The parties on signing this document acknowledge, subject to any subsequent agreed editorial changes, that this reflects the agreements reached to vary the KTCA 2013-2016.

Signed at Wellington on 25 August 2016

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on behalf of the Secretary for Education