



# HOW THE STCA IS HERE TO SUPPORT YOU

*Provisions for PCTs and into the future*

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## Karakia Tuwhera

E te whānau o PPTA Te Wehengarua

For this gathering of PPTA Te Wehengarua

Whāia te mātauranga kia mārama

Seek knowledge for understanding

Kia whai take ngā mahi katoa

Have purpose in all that you do

Tū māia, tū kaha

Stand tall, be strong

Aroha atu, aroha mai

Let us show respect

Tātou i a tātou katoa

For each other



A full-time PCT2 has half of the extra\* time allowance of a full-time PCT1

\*outside of the 5 non-contact hours that every full-time teacher is entitled to



True

## How much extra time allowance do PCTs get? (on top of their usual non-contact hours)

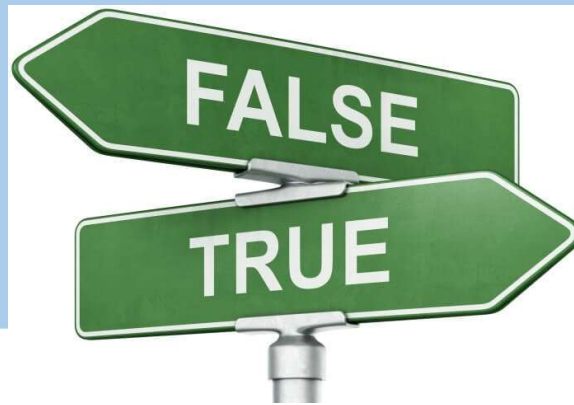
- A. PCT1s = 4 hours per week, PCT2s = 2 hours per week
- B. PCT1s = 5 hours per week, PCT2s = 2.5 hours per week
- C. All PCTs = 0.1FTTE time allowance
- D. PCT1s = 5 hours per week, no time allowance for PCT2s



B

Note A is common interpretation

Part-time PCTs have less non-contact time  
than full-time PCTs

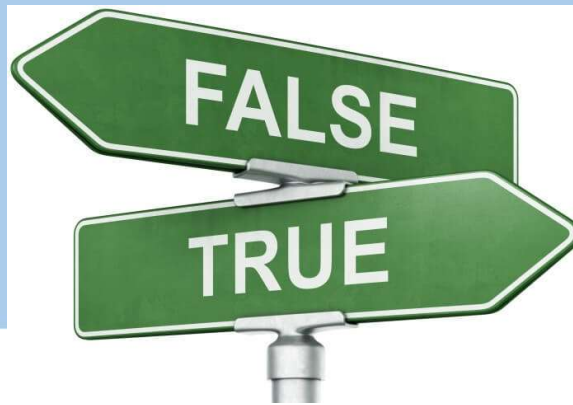


True

2.5 hours per week PCT1s 0.5FTTE+

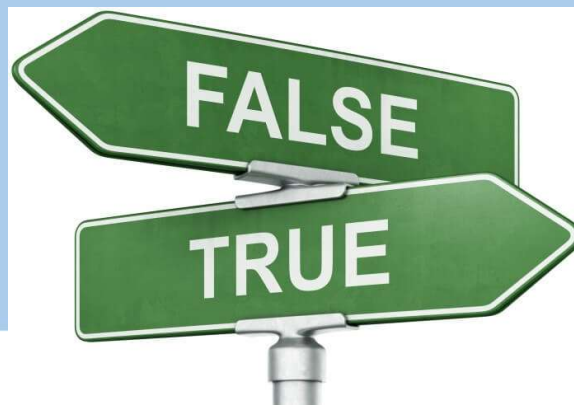
Nothing for PCT2s or PCT1s under 0.5FTTE

Someone in the school is given a time allowance to meet with you



True – your HoD or someone with the delegated time allowance

Your mentor can choose whether to schedule time with you or not



False – but it doesn't necessarily need to be every week?

## What provisions are mentors given?

- A. 1 hour per week for each beginning teacher
- B. 1 hour per week total
- C. 1 hour per week to meet with mentees + 1 hour per week for preparation
- D. 1 hour per week for PCTs + 1 hour per fortnight for overseas trained teachers



A

Note C – they have to do preparation and meet with you - can't all be done in this one hour per week

Note D – no corresponding mentor time allowance for overseas trained teachers



Boards are given the same time allowance  
for Overseas Trained Teachers as they are  
for PCTs



False

## What time allowance do Boards receive for overseas trained teachers?

- A. 2.5 hours per week for the first year of teaching in NZ
- B. Nothing unless they are a PCT
- C. 2.5 hours per week for two terms
- D. 1 hour for PD per week for a year

Bonus question: Why do many Boards not receive this time allowance for overseas trained teachers?



C. Must be applied for within first year.

Many OTTs do not receive this time allowance because schools don't know they need to apply for it.

The Specialist Classroom Teacher (SCT) can tell your principal whether you should meet the standards for full certification or not



False

You have to re-train if you are not fully  
certified within two years of beginning  
teaching



False

## Who is responsible for signing you off for full certification?

- A. Your Professional Growth Cycle buddy
- B. Your principal
- C. Your mentor/HoD
- D. PCT co-ordinator

Bonus question: What time allowance do 3<sup>rd</sup> year teachers who are not fully certificated receive?



B (professional leader), but may have recommendations from others more directly involved

3<sup>rd</sup> year teachers don't have a time allowance, since they are not beginning teachers in their first two years, even though they are PCTs. School should be supporting with mentoring provision though.

Which of the following is a valid reason for being on a fixed-term employment agreement?

- A. Roll changes
- B. Numbers in your subject area
- C. You're a PCT in your first two years of teaching
- D. All of these are not valid reasons

Bonus question: What does a fixed-term letter of offer need to include?



D  
End-date, reason for end-date

## What is not considered when applying relevant experience to your salary assessment?

- A. How similar the work was to teaching
- B. The quality of the reference given
- C. How many hours you worked in the role
- D. What qualification you had

Bonus question: What circumstances would prevent you from moving up the scale despite your relevant experience meeting the criteria?



B

If it was more than 6 years of work experience without a Level 4 qualification  
If you are on the untrained scale and have no subject/specialist qualification –  
You reach your qualification maximum (G3)

Also can't move up the scale in general without attestation, but would expect previous notification of this and competence process.

Mentor time allowance

Time allowances for beginning teachers

Salary recognition for previous experience

Front-loaded sick leave

- 20 days when you start
- +10 more days every 6 months up to 2.5 years
- +10 more days every year from 2.5 years onwards

## *How does the STCA specifically support PCTs?*

Previously: central funding for  
application for full certification (now paid  
by Government)

Time allowances for overseas trained teachers



Holiday pay		
	<b>Mentor time allowance</b>	<b>Time allowances for beginning teachers</b>
	Refreshment leave	
Bereavement leave – over and above Employment Relations Act	Allowances for school trips	Allowances for specific positions (SCTs, Careers Adviser, ORRs teacher, Māori immersion)
<b>Front-loaded sick leave</b> - 20 days when you start - +10 more days every 6 months up to 2.5 years - +10 more days every year from 2.5 years onwards	<i><b>What else can you consult your STCA for?</b></i>	Funding for relocations
Parental leave and the parental grant	Pastoral Care Time Allowances	<b>Previously: central funding for application for full certification (now paid by Government)</b>
	<b>Time allowances for overseas trained teachers</b>	Units and middle management allowances
Fair appointments processes		Workload controls: callback days, timetable policy, hours of work
Conduct and competence processes		Compensation for large classes

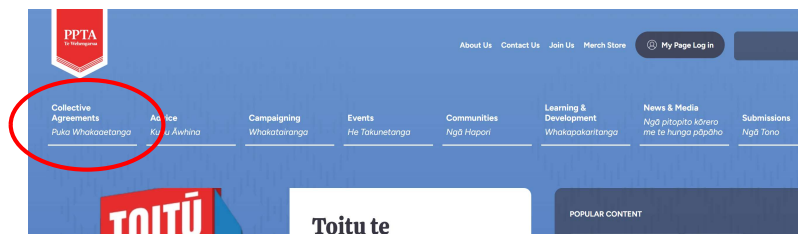


## Other sources of support for PCTs

- School policies and staff handbook
- Teaching Council Our Code, Our Standards: Examples in practice
- Subject association
- PPTA Network of Establishing Teachers
- Education Payroll website: salary assessment

## How to make use of your STCA

- Read it
- Come to Mahi Tika
- Be an active branch member – look out for instances where your school is not compliant with the STCA and help the branch raise this with your employer



Explain the Mahi Tika stages – funded by EREL except PCT. Find Mahi Tika registration under ‘Events’ on the website. Mahi Tika can allow you to advocate for STCA compliance in your school.

Examples of non-compliance that a branch could look out for: counting the number of call-back days, having a ‘timetable party’ to check time allowances, check for MUs/MMAs being consulted on, track your working hours

## A Professional Career

- Now that you have entered the profession, where will you be in 5 years' time ?
  - Professionally
  - Economically
  - Personally
  - Skills and qualifications
- 40 years' time
- Let's see what the Collective offers

## Karakia whakamutunga

Kua mutu ā mātou mahi  
Mō tēnei wā  
Manaakitia mai mātou katoa  
Ō mātou hoa  
Ō mātou whānau  
Āio ki te Aorangi  
Āio ki te whenua  
Tihei Mauri Ora

Our work has finished  
for the time being  
Protect us all  
Our friends  
Our family  
Peace to the universe  
Peace to the land  
Let there be life