

## Claims to recognise skill in Te Reo and Tikanga Māori

### Te Mana o Te Reo Māori

He taonga te reo: Ko te reo Māori he taonga nō ngā iwi Māori ā, koia hei pou matua mō te tuakiri o Aotearoa. He mea nui kia whakatinanatia te wairua o Te Tiriti o Waitangi mā te reo Māori i te mātauranga.<sup>1</sup>

He taonga te reo: The Māori language is a taonga of iwi and Māori and an integral part of our national identity as New Zealanders. It is important to give practical effect to Te Tiriti o Waitangi through Māori language in education.

### Recognition in the collectives

Despite the high demand and wide range of expertise required in te reo me ōna tikanga Māori in kura the only entitlement in the collective agreements is the Māori Immersion Teacher Allowance (MITA).

The rationale for the introduction of the MITA was to provide kaiako capable of meeting the language needs of kohanga reo graduates and incentivise teachers to teach in immersion settings because there was a drastic shortage. This is why the criteria for the MITA includes:

- teaching in an approved Māori immersion programme
- a minimum number of hours per week
- an increasing amount per annum recognising increased service

### What are the issues?

Kaiako matatau ki te reo Māori me ōna tikanga, who work in kura auraki often do not meet the criteria to be eligible for the MITA because the MITA was set up specifically to apply for immersion education. These kaiako have high language proficiency, knowledge of tikanga Māori and responsibilities such as cultural liaison work for the schools they work in.

Some kaiako in positions that are not classroom teachers but still work in immersion settings are not eligible for the MITA – for example: RTLB and Learning Support Coordinators.

Some kura auraki have, through their own initiatives, provided remuneration and recognition for kaiako who take on additional responsibilities because of their knowledge of te reo me ōna tikanga Māori. This looks different depending on the kura auraki but can include provision of units and MMA additional release time and creation of specific roles such as a Dean of Māori students.

Not all kura auraki have taken these steps and anecdotally the types of remuneration and release offered vary widely. Often additional responsibilities fall by default to the HOD of Māori, which, like all HOD roles is already extremely demanding.

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<sup>1</sup> Tau mai te reo: The Māori Language in Education Strategy

## Claim Framework

### Purpose Statement

Include a purpose statement in the collective about the value of Te Reo me ōna tikanga Māori and the importance to acknowledge kaiako that hold this taonga and the contribution they play to schools being able to meet their obligations under Te Tiriti o Waitangi.

*He taonga te reo: Ko te reo Māori he taonga nō ngā iwi Māori ā, koia hei pou matua mō te tuakiri o Aotearoa. He mea nui kia whakatinanatia te wairua o Te Tiriti o Waitangi mā te reo Māori i te mātauranga.<sup>2</sup>*

*He taonga te reo: The Māori language is a taonga of iwi and Māori and an integral part of our national identity as New Zealanders. It is important to give practical effect to Te Tiriti o Waitangi through Māori language in education.*

*These provisions recognise:*

- *the role of Māori medium education; and*
- *the skill, and knowledge that kaiako Māori bring to ensure Māori identity, language and culture are embedded into learning and students have a strong sense of belonging; and*
- *the leadership and responsibility that kaiako matatau ki te reo me ona tikanga have as teachers, language role models and the holders of mātauranga Māori.*
- *recognises the responsibilities that kaiako matatau ki te reo me ona tikanga hold as a specialist advisor in the classroom and community.*

### Increase to Māori Immersion Teacher Allowance rates

Increases to the MITA to reflect increases in Unit value. To ensure the MITA is based on rates equal to recognition of responsibility in other areas that attract MMU and MMA.

- Increase base rate from \$4000 to rate of a unit (currently \$5000)
- Rate after three years continuous teaching at level 1 remains an additional \$2,000 (one MMA)
- Rate after six years increases to be equal to a unit (currently \$5,000)
- Based on current unit values this means the total payable after 6 years moves from \$8,000 to \$10,000

### Introduction of new clause for matatau ki te reo Māori me ōna tikanga.

This clause provides recognition of additional skill, responsibilities, relationships and leadership of those who are expert in te reo Māori but do not qualify for the Māori Immersion Teaching Allowance.

### Eligibility Criteria

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<sup>2</sup> Tau mai te reo: The Māori Language in Education Strategy

The eligibility criteria for this provision focus only on the proficiency of Te Reo Māori because once a teacher reaches this level of proficiency then their expertise in tikanga and the leadership required of them in the school and community context automatically follows.

*Matatau (Expert) in te reo Māori me ōna tikanga*

- *Must be a registered teacher.*
- *Must achieve level 5 on the Te Taura Whiri i Te Reo Māori - Māori language commission assessment of Te Reo Māori proficiency.*
- *Must not be eligible for MITA*

This assessment is against the Whakamātauria Tō Reo Māori framework. Level 5 is complete proficiency and is the level required for approved translators.

At level 5, a te reo Māori user can communicate their thoughts, opinions and emotions clearly and appropriately in te reo Māori. A person at this level has the linguistic flexibility to enter easily into a range of cultural settings and has an excellent command of grammar, vocabulary and idiomatic language. They use the language spontaneously, fluently and appropriately in a range of situations. A person at this level can also speak, read, understand and write precisely and clearly about complex and abstract issues including specialist topics.

<https://en.tetaurawhiri.govt.nz/lfe>

### **Entitlement for remuneration and time**

Aligns with Specialist Classroom teacher remuneration and time. Roles are not the same but there is some alignment with specialist nature and the sorts of expectations.

*2 units*

*If employed by a school with up to 100 students 2 hours a week of classroom release time.*

*If employed by a school with more than 100 students 4 hours a week of classroom release time.*

*Release not applicable for positions that do not have classroom teaching time*