



Whangaparaoa College

Allocation of Management Units and Allowances Policy

Published: June 2020

A) Introduction

1. Teacher's pay provisions are set out in the Secondary Teachers' Collective Agreement. Under clause 4.3 of this agreement, the Ministry of Education entitles the Boards of Trustees with a level of staffing (our entitlement staffing), and a corresponding number of salary units, to be allocated as permanent or fixed-term additions to teachers' salaries. This includes Management Units (MUs), Middle Management Allowances (MMAs) and Senior Management Allowances (SMAs).

B) Delegation of Responsibility

1. The Board of Trustees delegates the responsibility for allocation of Management Units (MUs), Middle Management Allowances (MMAs) and Senior Management Allowances (SMAs) to the principal.

C) Expectations

1. The Principal will allocate MUs, MMAs and SMAs consistent with the curriculum, pastoral and administration needs of the College.
2. The Principal will consult with the teaching staff each year in relation to the process as regards allocation of MUs, MMAs and SMAs.
3. The Board of Trustees can – and will normally choose to – fund more MUs, MMAs and SMAs than the Ministry of Education has entitled to the College.

D) This policy will be reviewed no later than 3 years from the publish date.