

Salary Range and Allowances for Principals of large Schools (>500 roll)

(Overseas Direct Recruitment Salary and Incentive Package)

(A) Salary Range (NZD)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Base Salary (Band K)	47732	49641	51551	53460	55369	57278	59188	61097	63006	64915
Recruitment Allowance	7160	7446	7733	8019	8305	8592	8878	9165	9451	9737
Accommodation Subsidy	9100	9100	9100	9100	9100	9100	9100	9100	9100	9100
Storage Allowance	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000
Total Annual Salary	65,992	68,187	70,384	72,579	74,774	76,970	79,166	81,362	83,557	85,752

NOTE: Salary is negotiable - NZ principal experience, managed NCEA changes, strong references, compatible with MOE strategic direction.

Note:

The above remuneration range is for large CI school, roll over 500:

1. Base Salary (for Cook Islands Principals)
2. Recruitment Allowance (15% of base)
3. Housing Subsidy
4. Storage Allowance

(B) Additional Entitlements include:

1. MOE Superannuation subsidy of 5% Gross Salary paid to CINSF
2. Return airfares (appointee and dependents)
3. Return seafreight allowance
4. Arrival & departure accommodation
5. Establishment grant \$500/family
6. Medical costs reimbursement (excluding local fee component) for first 6 months
7. Assistance with finding suitable accommodation upon arrival
8. Cost and handling of immigration requirements including work permit and extensions for duration of contract

Contract Information:

1. Length of contract is 3 years, with possible 1 year extension.
2. Appointment is subject PSC (Public Services Commission) approval.
3. VISA applications involve obtaining police and medical clearance in country of origin.
4. Husband/wives or partners in a defacto relationship - if both employed by the MOE, then only one will receive the accommodation and storage allowance

5. Medical referral support to NZ (NZ passport holders); pre-existing & maternity not included.
6. Sick leave & other leave entitlements.
7. Bereavement Leave and air fare cover (1 person) for immediate family members.
8. If renewing contract after 3 years then contract pays return airfare to place of recruitment.

Other Support:

1. MOE pays renewal of VISA fees for employees.
2. MOE provides letter of support to Immigration for partners securing employment locally.
3. MOE dedicated contact person for all enquiries.