

PROPOSED TEACHER AIDE PAY RATES FOR WORK MATRIX A, B, C AND D

Teacher aides who first started on or after 29 November 2019

Your pay will translate to the corresponding pay equity rate based on the step you hold under the 2019-2022 Support Staff in Schools' Collective Agreement as follows:

A teacher aide who is paid ... will translate to ...

Grade A, Step 1	Work Matrix Grade A, Step 1
Grade B, Step 1	Work Matrix Grade B-C, Step 1
Grade B, Step 2	Work Matrix Grade B-C, Step 5
Grade C, Step 2 to 7	the applicable step in Work Matrix Grade B-C, Steps 6 to 10
Grade D, Step 7	Work Matrix Grade D, Step 1
Grade D, Step 8	Work Matrix Grade D, Step 6

Teacher aides paid within **Grade D range of rates** will translate to ...

the closest step in **Work Matrix Grade D, Steps 2 to 6**, provided the rate is equal to or higher than their current rate.

Rates effective 29 November 2019			Pay equity rates effective 12 February 2020 (paid by Nov 2020 and backdated)			Rates effective 27 November 2020 (+3%)		Total increase from 29 November 2019	
Grade	Step	Rate	New work matrix grade	Step	Rate	Rate	\$ increase	% increase	
A	1	\$21.15	A	1	\$21.20	\$21.84	\$0.69	3%	
				2	\$21.65	\$22.30			
				3	\$22.10	\$22.76			
B	1	\$21.15	B-C	1	\$23.02	\$23.71	\$2.56	12%	
				2	\$23.75	\$24.46			
		3		\$24.48	\$25.21				
		4		\$25.21	\$25.97				
	2	\$21.31		5	\$25.94	\$26.72	\$5.41	25%	
C	2	\$21.31		6	\$26.54	\$27.34	\$6.03	28%	
	3	\$22.06		7	\$27.27	\$28.09	\$6.03	27%	
	4	\$22.91		8	\$28.00	\$28.84	\$5.93	26%	
	5	\$23.75		9	\$28.73	\$29.59	\$5.84	25%	
	6	\$24.60		10	\$29.46	\$30.34	\$5.74	23%	
	7	\$25.44			\$30.34	\$4.90	19%		
D	7	\$25.44	D	1	\$29.46	\$30.34	\$4.90	19%	
				2	\$30.50	\$31.42			
		3		\$31.55	\$32.50				
		4		\$32.59	\$33.57				
		5		\$33.15	\$34.14				
	8	\$34.68		6	\$34.68	\$35.72	\$1.04	3%	