

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

Teacher aides who worked **prior to 29 November 2019**

Your pay will translate to the corresponding pay equity rate based on the step you held under the 2017-2019 Support Staff in Schools' Collective Agreement as set out in the table:

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

Grade A, Step 1	Work Matrix Grade A, Step 1
Grade B, Step 4	Work Matrix Grade B-C, Step 1
Grade C, Step 13	Work Matrix Grade B-C, Step 10

Except for teacher aides who were paid on **Grade B, Step 9** and who have been held on that step for at least two years.

These teacher aides will translate to **Work Matrix Grade B-C, Step 6** unless the employer advises that the role held by the teacher aide remains solely within Work Matrix B, in which case they translate to **Work Matrix Grade B, Step 5**.

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 up to 28 November 2019			Pay equity rates effective 12 February 2020 (paid by Nov 2020 and backdated)			Rates effective 27 November 2020 (+3%)	Total increase from 28 November 2019	
Grade	Step	Rate	New work matrix grade	Step	Rate	Rate	\$ increase	% increase
A	1	\$17.70	A	1	\$21.20	\$21.84	\$4.14	23%
	2	\$17.70		2	\$21.65	\$22.30	\$4.60	26%
	3	\$17.70		3	\$22.10	\$22.76	\$5.06	29%
	4	\$17.70						
B	4	\$17.70	B-C	1	\$23.02	\$23.71	\$6.01	34%
	5	\$18.21		2	\$23.75	\$24.46	\$6.25	34%
	6	\$18.86		3	\$24.48	\$25.21	\$6.35	34%
	7	\$19.48		4	\$25.21	\$25.97	\$6.49	33%
	8	\$20.09		5	\$25.94	\$26.72	\$6.63	33%
	9	\$20.69		6	\$26.54	\$27.34	\$6.03	29%
C	9	\$20.69		7	\$27.27	\$28.09	\$6.65	32%
	10	\$21.42		8	\$28.00	\$28.84	\$6.67	31%
	11	\$22.24		9	\$28.73	\$29.59	\$6.60	30%
	12	\$23.06		10	\$29.46	\$30.34	\$6.53	28%
	13	\$23.88				\$6.46	27%	
	14	\$24.70				\$5.64	23%	
D	14	\$24.70	D	1	\$29.46	\$30.34	\$5.64	23%
	Range of Rates			2	\$30.50	\$31.42	Range of Rates	
	Range of Rates			3	\$31.55	\$32.50	Range of Rates	
	Range of Rates			4	\$32.59	\$33.57	Range of Rates	
	Range of Rates			5	\$33.15	\$34.14	Range of Rates	
	Range of Rates			6	\$34.68	\$35.72	Range of Rates	
	15	\$33.67					\$2.05	6%