



Pay equity rates

Teacher aides who first started prior to 29 November 2019

From 12 February 2020, teacher aides who were employed prior to 29 November 2019 will translate from their old rate to the corresponding pay equity rate in the table to the right.

For example:

A teacher aide who is paid...	will translate to...
GRADE A, STEP 1	WORK MATRIX STEP A1
GRADE B, STEP 4	WORK MATRIX STEP B-C1
GRADE C, STEP 13	WORK MATRIX STEP B-C10

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 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 STEP B5**.

Teacher aides paid within **GRADE D RANGE OF RATES** will translate to...

the closest step in **WORK MATRIX D STEPS D2 TO D6**, provided the rate is equal to or higher than their current rate.

Non-union teacher aides need to agree a new Individual Employment Agreement (IEA) with their school to access the new rates, or join NZEI Te Riu Roa to be covered by the *Support Staff in Schools Collective Agreement*.

GRADE	STEP	PREVIOUS RATES UP TO 28 NOV 2019	WORK MATRIX	STEP	RATES EFFECTIVE 12 FEB 2020	RATES EFFECTIVE 27 NOV 2020
A	1	\$17.70	A	1	\$21.20	\$21.84
	2	\$17.70		2	\$21.65	\$22.30
	3	\$17.70		3	\$22.10	\$22.76
	4	\$17.70				
B	4	\$17.70	B-C	1	\$23.02	\$23.71
	5	\$18.21		2	\$23.75	\$24.46
	6	\$18.86		3	\$24.48	\$25.22
	7	\$19.48		4	\$25.21	\$25.97
	8	\$20.09		5	\$25.94	\$26.72
C	9	\$20.69	B-C	6	\$26.54	\$27.34
	10	\$21.42		7	\$27.27	\$28.09
	11	\$22.24		8	\$28.00	\$28.84
	12	\$23.06		9	\$28.73	\$29.59
	13	\$23.88		10	\$29.46	\$30.34
	14	\$24.70				
D	14	\$24.70	D	1	\$29.46	\$30.34
		Range of rates		2	\$30.50	\$31.42
				3	\$31.55	\$32.49
				4	\$32.59	\$33.57
				5	\$33.15	\$34.14
				6	\$34.68	\$35.72
	15	\$33.67				

Pay equity rates

Teacher aides who first started on or after 29 November 2019

From 12 February 2020, teacher aides who were first employed on or after 29 November 2019 will translate from their old rate to the corresponding pay equity rate in the table to the right.

For example:

A teacher aide who is paid...	will translate to...
GRADE A, STEP 1	WORK MATRIX STEP A1
GRADE B, STEP 1	WORK MATRIX STEP B1
GRADE B, STEP 2	WORK MATRIX STEP B5
GRADE C, STEPS 2 TO 7	the applicable step in WORK MATRIX STEPS C6 TO C10
GRADE D, STEP 7	WORK MATRIX STEP D1
GRADE D, STEP 8	WORK MATRIX STEP D6

Teacher aides paid within **GRADE D RANGE OF RATES** will translate to... the closest step in **WORK MATRIX D STEPS D2 TO D6**, provided the rate is equal to or higher than their current rate.

Non-union teacher aides need to agree a new Individual Employment Agreement (IEA) with their school to access the new rates, or join NZEI Te Riu Roa to be covered by the *Support Staff in Schools Collective Agreement*.

GRADE	STEP	RATES EFFECTIVE 29 NOV 2019	WORK MATRIX	STEP	RATES EFFECTIVE 12 FEB 2020	RATES EFFECTIVE 27 NOV 2020				
A	1	\$21.15	A	1	\$21.20	\$21.84				
				2	\$21.65	\$22.30				
				3	\$22.10	\$22.76				
B	2	\$21.15	B-C	1	\$23.02	\$23.71				
				2	\$23.75	\$24.46				
				3	\$24.48	\$25.22				
				4	\$25.21	\$25.97				
				5	\$25.94	\$26.72				
C	3	\$21.31	B-C	6	\$26.54	\$27.34				
				7	\$27.27	\$28.09				
				8	\$28.00	\$28.84				
				9	\$28.73	\$29.59				
				10	\$29.46	\$30.34				
				D	7	\$25.44	D	1	\$29.46	\$30.34
								2	\$30.50	\$31.42
D	8	Range of rates	D	3	\$31.55	\$32.49				
				4	\$32.59	\$33.57				
				5	\$33.15	\$34.14				
				6	\$34.68	\$35.72				
				7	\$35.21	\$36.79				
				8	\$36.74	\$37.86				