

October 8, 2014

To All Principals/Vice-Principals
From Kevin Godden, Superintendent/CEO
Re Education Assistant Pay Increase

In May 2014, the Board of Education directed the superintendent to conduct a review of the Education Assistant (EA) job duties and compensation levels. This request was in response to staffing shortages and turnover in the Education Assistant job category which was occurring at a much higher rate as compared to other support staff positions in the district. Many of you will know that this issue also surfaced during the Superintendent 'Let's Talk' consultations, and that the Board had been trying to resolve this matter with the government for the last few years.

In cooperation with Teamsters Local 31, the Human Resources Department developed a process to review the job descriptions of our education assistants, and in comparison to surrounding districts in the Fraser Valley. This information was subsequently presented to the Board, which in turn approved the following rate of pay increases for education assistants, effective October 1, 2014:

- The rate of pay for EA's in the following categories will be adjusted to \$22.26/hour (up from \$20.27/hour):
 - Education Assistant - Elementary
 - Education Assistant - Middle
 - Education Assistant - Secondary
 - Education Assistant - Aboriginal
 - Education Assistant - International
 - Education Assistant - English Language
 - Education Assistant - French Language
 - Education Assistant - Careers
 - Education Assistant - Priority - Regular
 - Education Assistant - Assessment Centre
- The rate of pay for Education Assistant - Special will be adjusted to \$23.04/hour (up from \$20.69/hour).

The Board approved this adjustment in consultation with Teamsters Local 31, and extends sincere appreciation to the many employees who provided valuable input into the process.