**Teacher aide pay equity claim (TAPEC)**

**Previous Employee Agreement**

Betweenthe Board of Trustees (“the Board”) of .................….....................…………… *[name of school]* (“the Employer”) a statutory body constituted pursuant to section 118 of the Education and Training Act 2020

And.................................................................................................................(“the Employee”)

On [insert date], the Ministry of Education and NZEI Te Riu Roa reached a settlement agreement ensuring that the remuneration of teacher aides is free from sex-based undervaluation (“the Settlement Agreement”). The Employee is / was *[delete one]* employed to undertake work described in the Work Matrix Table set out in clause 3A.3.3 of the Support Staff in Schools’ Collective Agreement 2019-2022 and is therefore offered the benefit of the Settlement Agreement.

The Settlement Agreement can be accessed here: <https://www.education.govt.nz/assets/Documents/ELSA/TAPEC-Settlement-Agreement-FINAL-with-signatures.pdf> *[Note: a hard copy of the settlement agreement should be attached unless this document is being provided electronically in which case the link is sufficient]*

The benefits of the Settlement Agreement are set out in full in the document referenced above, but include the following:

## A pay rate of $[insert] per hour to be backdated to 12 February 2020; and

## The benefit of the changes to the payment of Tiaki allowances as per clauses 5.4.4 and 5.4.5 of the Support Staff in Schools’ Collective Agreement 2019-2022, backdated to 12 February 2020.

The Employee acknowledges and accepts that the work of employees who routinely undertake work set out in the Teacher Aide Work Matrix Table set out in clause 3A.3.3 of the Support Staff in Schools’ Collective Agreement 2019-2022, whether designated as a Teacher Aide or not, is covered by a pay equity claim settlement and in signing this agreement, the Employee accepts the benefit of the Settlement Agreement.

The Employee acknowledges and accepts that the Teacher Aide Pay Rates set out in clause 3A.4 of the Support Staff in Schools’ Collective Agreement 2019-2022 reflect pay equity and that there is no differentiation between male and female employees in the manner set out in section 3(1) of the Equal Pay Act 1972. In consideration for being offered these terms and conditions the Employee agrees not to bring any claim that the remuneration paid to them pursuant to this agreement is subject to any differentiation or undervaluation based on sex. The Employee also agrees not to bring any claim against either the Public Service Commissioner or the Secretary for Education or a Board of Trustees seeking back pay for any period prior to 12 February 2020.

The Employee acknowledges he/she has had a reasonable opportunity to seek independent advice.

**SIGNED** by ........................................................................... (Employee) on .............................. *[date]*

**SIGNED** for and on behalf of the above-named Board of Trustees by:

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*[signature]*

...............................................................................................

*[print name and position]*

...............................................................................................

 *[date]*

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*[school number]*