

KPEC Translation for KRCA

Step	Current Rate
1	\$21.78
2	\$21.97
3	\$22.54
4	\$23.03
5	\$23.59
6	\$24.11
7	\$25.19
8	\$25.79

Grade	Step	Hourly rate
1	1	\$37.56
	2	\$38.50
	3	\$39.44
	4	\$40.37
	5	\$41.31
	6	\$42.25
2	1	\$43.19
	2	\$44.13
	3	\$45.07
	4	\$ 46.01
	5	\$46.94

KPEC Translation for KRCA example:

Step	Current Rate	Grade	Step	Hourly rate
		1	1	\$37.56
1	\$21.78		2	\$38.50
2	\$21.97		3	\$39.44
3	\$22.54		4	\$40.37
4	\$23.03		5	\$41.31
5	\$23.59		6	\$42.25

You will be automatically translated to your new step based on the CA step you were on the pay equity settlement date.

This means that **kaiarahi i te reo** will be transferred from their **current point on the CA pay scale** to the **equivalent point on the pay equity pay scale**.

For example, those on **CA pay scale step 1** will translate to **pay equity pay scale grade 1, step 2**.

Kaiarahi i te Reo Matrix

Grade	Whakamana Tangata <i>Uphold the dignity of people</i>	Whakarauora Te Reo me ona Matauranga Māori <i>Revitalise Māori language and knowledge</i>	Whakararau Whakarahi Te Ao Māori <i>Embed or amplify a Māori Worldview</i>
Grade 1 Adapts programmes and supports colleagues	Provides of pastoral care for students and/or whānau.	Translates resources and materials into either Te Reo or English.	Adapts tikanga to fit the context of the school environment.
	Implements programmes for whānau to engage in their cultural identity.	Adapts programmes or lesson plans to suit Māori bilingual and immersion classes.	Uses appropriate cultural practice to ensure proper care for taonga.
	Provides professional development for staff.	Plans and delivers Toi Māori programmes such as raranga or kapa haka.	Leads cultural events such as noho marae.
	Works with external agencies/ Māori communities to improve outcomes for students.	Plans and delivers Te Reo Māori and Matauranga programmes.	
		Uses Matauranga Māori and/or Māori pedagogical approaches to achieve learning outcomes.	
		Implements learning programmes and/or lesson plans.	
Grade 2 Creates, leads and advises	Creates professional development programmes for staff.	Creates learning programmes and/or lesson plans.	
	Works with external agencies/ local Māori communities to effect organisational outcomes that benefit Māori.	Creates tools and/or resources in te reo Māori.	Creates physical and intellectual taonga for kura including waiata composition.
		Adapts curriculum to reflect Matauranga Māori.	
Advises School Leaders on Matauranga Māori or Māori Pedagogical approaches.			