

**Bulletin
No. 07**

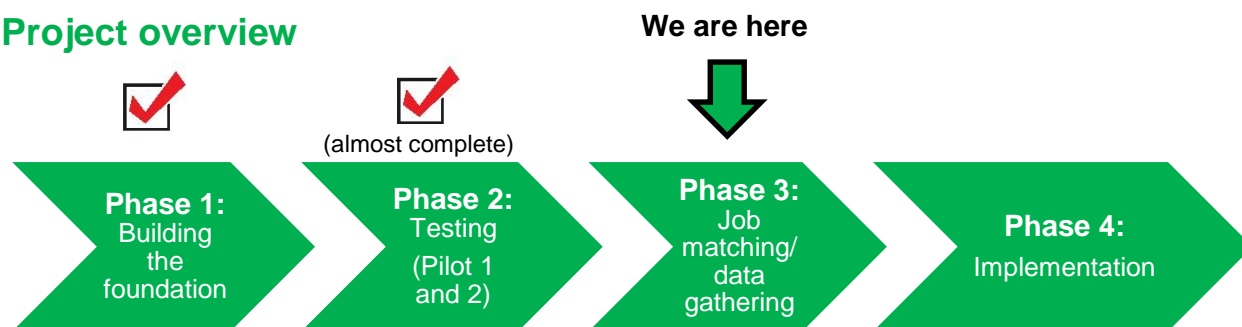
November 26, 2021

By Email: 3 pages

Background

Since the negotiation of the 2014-2019 Provincial Framework Agreement, work continues to move forward on the Joint Job Evaluation Program. This bulletin gives an update on the work completed since June 2021.

Project overview



Phase 2: Testing

Pilot 1 – Status update

The seven Pilot 1 school districts completed two major rounds of work. This work involved reviewing local jobs, reviewing the provincial benchmarks and matching jobs to benchmarks. The Provincial Joint Job Evaluation Steering Committee is completing a final validation of Pilot 1 districts' matching results. The districts and local support staff unions are being presented with the final results of the matching assignment completed in 2019.

Pilot 2 – Status update

A great deal of work has taken place with the 10 Pilot 2 school districts:

- By the end of June, all 10 districts had completed the matching assignment and submitted the results to the Provincial Joint Job Evaluation Steering Committee.
- In total, 518 jobs were matched to the provincial benchmarks.
- The committee has reviewed all jobs matched.
- The validated results and reconsiderations will be communicated to each pilot district by December 15, 2021.
- Modifications to the job evaluation plan and point weighting are in process.

- Provincial benchmarks are being finalized.
- The rating of jobs not matched will be completed by early 2022.

Phase 3: Job matching and data gathering

A huge milestone has been reached in the project. Planning is beginning for the job matching and data gathering roll-out to all remaining school districts and local support staff unions.

A survey will soon be sent via email to each school district's HR representative and local union president to assist with determining the school district's readiness for participation in the job matching and data gathering work. This is the same work completed by all Pilot 1 and Pilot 2 school districts.

Based on the results of the survey, each of the remaining 43 districts/locals will be divided into three roll-out groups:

1. Ready now

Committee will reach out to plan your engagement for early 2022.

2. Almost ready

Committee will reach out to determine what district/local needs to prepare for engagement.

3. Not ready

Committee will reach out to determine what district/local needs to prepare for engagement.

What criteria makes a district ready?



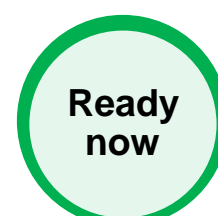
Not ready

- No or limited job descriptions (and they are out of date)
- No job evaluation process or plan
- No Job Evaluation Committee



Almost ready

- Job descriptions in place, but they may not be up to date
- Some form of job evaluation process is in place, but it may not have a plan or be active



Ready now

- Up to date job descriptions
- A functioning job evaluation process
- Job evaluation plan in place
- Active Job Evaluation Committee

How will readiness be determined?

- The committee will send a short survey via email to the HR representative and local union president for each remaining school district.
- Please complete the survey as soon as possible so that the provincial committee can support all school districts to move forward with their job evaluation programs.

When will the survey be sent?

- The remaining 43 school districts will receive their surveys shortly, in the coming days.

Pay adjustment process

The 2019-2022 Provincial Framework Agreement provided a commitment that, “The disbursement of available JE funds shall commence by January 2, 2020 or as mutually agreed.” The Steering Committee confirms that implementation of the job evaluation plan will be **retroactive to January 2, 2020** within the funding provided under the Provincial Framework Agreement.

As school districts are aware, one of the end results of the Joint Job Evaluation Program will be pay adjustments for some support staff roles. **This funding cannot be distributed until the entire project is complete.** It is anticipated that the project will complete no sooner than December 2023, subject to all school districts working towards the readiness criteria. All districts/locals need to complete the work within their school district before funding can be distributed.

Name That App...Winner!

Thank you to all those who submitted names for the tool. The winning name is JET (Job Evaluation Tool) submitted by **Christina Gagne, CUPE Local 2052, JJMC member.**

Joint Job Evaluation Steering Committee members:

Justin Schmid – CUPE K-12 Coordinator
Jane Massy – CUPE, Local 947
Paul Simpson – CUPE, Local 379 & President of K-12 Presidents’ Council
Warren Williams – CUPE 15
Ranjit Bharaj – BCPSEA
Chris Beneteau – BCPSEA
Kevin Black – School District 50 (Haida Gwaii) and SD 91 (Nechako Lakes)
Royce Norum – School District 57 (Prince George)

Advisors:

Kari Scott-Whyte – CUPE Staff Advisor
Harpinder Sandhu – CUPE Staff Advisor
Jackie Bonsal – BCPSEA Staff Advisor
Joe Strain/Ingrid Van Kemanade – BCPSEA Advisor

Committee Support:

Stephanie Loo – BCPSEA

Questions

Should you have any questions, please contact Justin Schmid, CUPE, at jschmid@cupe.ca, or Joe Strain, BCPSEA, at joestrainprovje@gmail.com.

Further information

Please visit the [Joint Job Evaluation Program website section](#) for past bulletins.