

**Bulletin
No. 08**

January 24, 2022

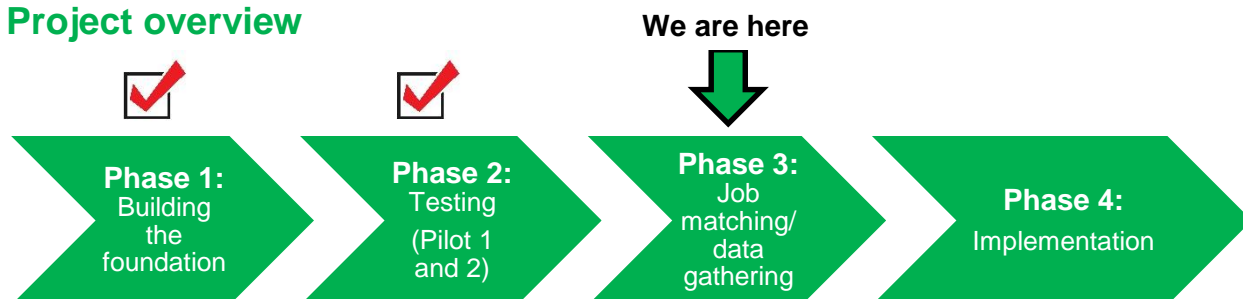
By Email: 2 pages

Background

Since the negotiation of the 2014-2019 Provincial Framework Agreement, significant work has been completed on the Provincial Joint Job Evaluation Program. The plan has been piloted with 17 school districts in total. The Provincial Joint Job Evaluation Steering Committee has advanced to Phase 3 of the project. Phase 3 involves rolling-out the job matching and data gathering processes to the remaining 43 school districts.

This bulletin provides an update on the progress of Phase 3 since the [November 26, 2021 bulletin](#).

Project overview



Phase 2: Testing

Seventeen districts were involved with two pilot groups. All of these school districts have completed job matching and submitted the results to the Provincial Joint Job Evaluation Steering Committee. The committee has reviewed all jobs matched, validated results, and communicated reconsiderations to each pilot district.

Phase 3: Job matching and data gathering

In December 2021, all remaining school districts and union locals received a survey to determine their readiness in moving into Phase 3. Results of the survey are as follows:

- 25 districts/locals have been deemed 'Ready Now':
 - These district/locals received an email from the committee:
 - notifying them of their involvement in Phase 3; and
 - to schedule a training session to take place in either February or March 2022.

- 16 districts/locals have been deemed ‘Not Ready’ or ‘Almost Ready’:
 - The committee will reach out to these districts/locals over the coming months to determine what is needed to become ‘Ready Now’, so they can be actively rolled into Phase 3 of the project.
- 2 districts outstanding

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 Provincial Joint Job Evaluation 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. Once complete, work will take place at the Provincial level to analyze wage data and reach agreement on implementation.

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.