SUPPORT STAFF

JOB EVALUATION

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By Email: 2 pages

Job Evaluation is an important tool. It is used for measuring work and identifying classification inequities within and between school districts. The purpose of this provincial job evaluation project is to make sure that those doing the same jobs are fairly classified across the province.

Job evaluation project phases

Phase 1: Building the Foundation	 Negotiated Terms of Reference Established the Committees Built the process and tools (plan and benchmarks) Established timelines
Phase 2: Testing	 Pilot 1 (7 District/Locals): Reviewed results and refined tools/process Pilot 2 (10 Districts): Reviewed results and further refined tools/process Finalized tools and process for Phase 3 Prepared for roll-out to remaining Districts
Phase 3: Job Matching / Data Gathering	 Surveyed remaining Districts/Locals to determine readiness for roll-out Registered 'Ready Now' committees for Kick-Off Training Working with 'Not Ready' Districts/Locals to prepare for roll-out Ensuring all Districts/Locals complete Phase 3
Phase 4: Implementation	 Finalize and analyze all results to determine impacts Steering Committee hands off to Bargaining Committees to negotiate related wage/salary impact to employees/members Communicate outcomes

Currently, we are sitting between the completion of Phase 3 and the implementation of Phase 4.

End of Phase 3 update

Phase 3 is near completion. This phase has involved rolling-out the job matching tools and processes developed in Phase 2 to remaining local job evaluation committees across 43 school districts.

Initial matching is complete in 66 out of 68 local joint job evaluation committees. The Provincial Job Evaluation Sub-Committee is in the process of finalizing job matches and collecting wage rate data to July 1, 2024.

Phase 4

In Phase 4, the Committee will finalize the Provincial Job Evaluation Plan. This Plan will be used to evaluate provincial benchmarks to establish a provincial job hierarchy. Once the provincial job hierarchy is finalized, the Committee will need to determine how to apply it to school districts. Negotiations will take place at the provincial level to determine how to apply the plan.

Stay tuned – the history of job evaluation

We are working on a detailed backgrounder to share with you about the history of the joint job evaluation program and the importance of this work. We are excited to share it with you.

Provincial Job Evaluation Steering Committee members:

Kirsten Daub – CUPE K-12 Coordinator Jane Massy – CUPE, Local 947 Paul Simpson – CUPE, Local 379 & President of K-12 Presidents' Council Warren Williams – CUPE 15 Tammy Sowinski – BCPSEA Chris Beneteau – BCPSEA Kyle Uno – School District 36 Alanna Cameron – School District 87

Advisors:

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

Committee Support:

Karina Pinto – BCPSEA Katarina DiSimo – CUPE

Questions

Should you have any questions, please contact a member of your District's Joint Job Evaluation Committee, Kirsten Daub, CUPE, at <u>kdaub@cupe.ca</u>; or Joe Strain, BCPSEA, at <u>joestrainprovje@gmail.com</u>.

Further information

Please visit the Joint Job Evaluation Program website section for past information bulletins.