

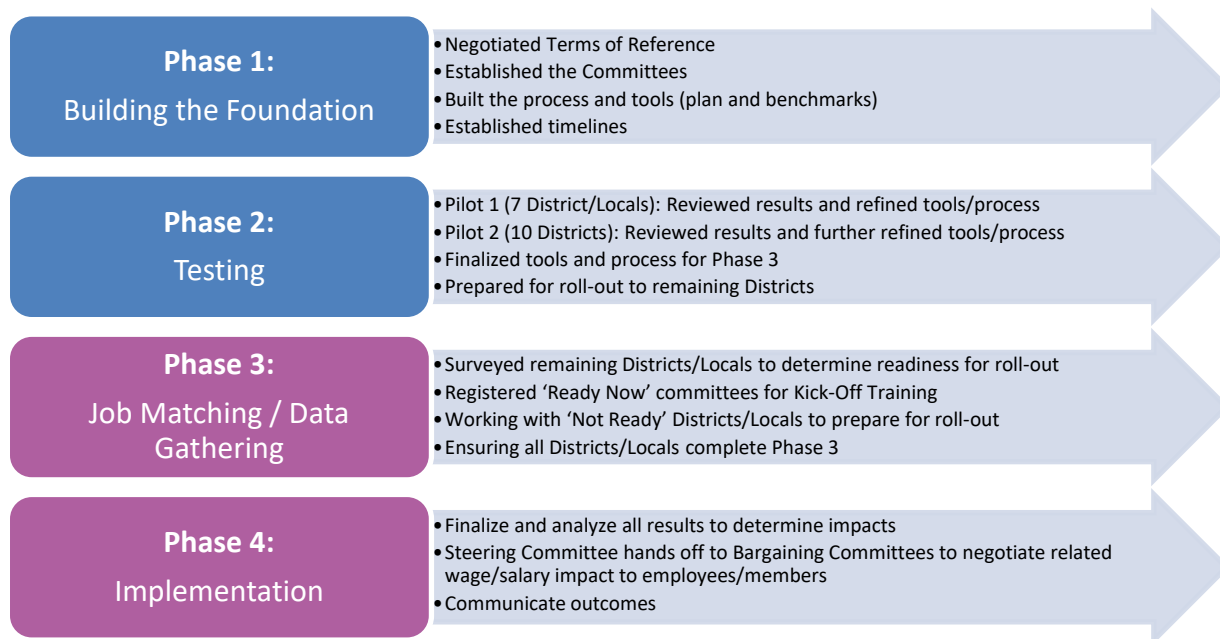
**Bulletin  
No. 14**

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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



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 [kdaub@cupe.ca](mailto:kdaub@cupe.ca); or Joe Strain, BCPSEA, at [joestrainprovje@gmail.com](mailto:joestrainprovje@gmail.com).

## Further information

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