

**Bulletin
No. 09**

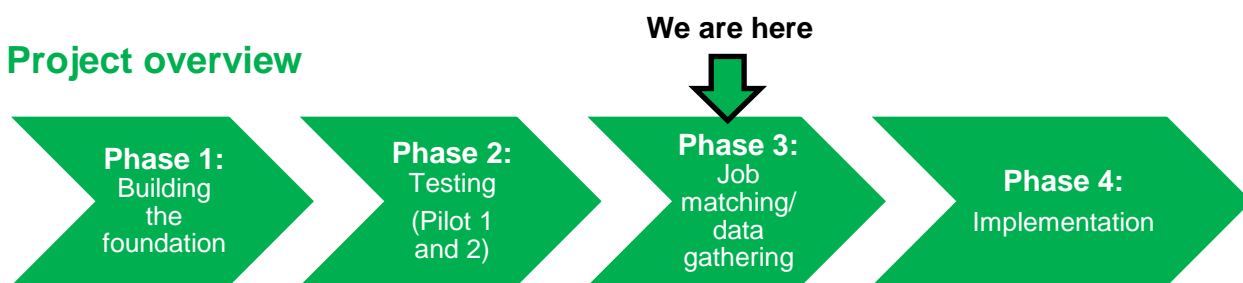
April 28, 2022

By Email: 2 pages

Background

The Provincial Joint Job Evaluation Program was first initiated during bargaining of the 2014-2019 Provincial Framework Agreement, which was renewed in 2020. The purpose of the Provincial Job Evaluation Plan is to implement and maintain a standardized method of measuring and classifying support staff jobs across BC public school districts. The provincial plan will eventually replace the various local plans once fully implemented.

Project overview



Phase 2

Testing is nearly complete. This phase involved developing and refining tools and processes for matching local job descriptions with benchmarks across 17 pilot school districts.

Phase 3

Job matching and data gathering, by far the largest phase of the project, is now underway. This phase involves using the job matching tools and processes for the remaining 43 school districts.

Training for school districts on job matching tools and processes has commenced. As of March 31, 2022, training has been completed for the local joint job evaluation committees of the 23 school districts determined to be 'Ready Now'. These local job evaluation committees are now working on matching local job descriptions to provincial benchmarks.

Over the coming months, the Support Staff Job Evaluation Committee will work with the local joint job evaluation committees of the 20 remaining school districts to prepare them for training beginning September 2022.

Concurrent with job matching and data gathering work, during Phase 3, the Support Staff Job Evaluation Committee will be finalizing the Provincial Job Evaluation Plan and developing an implementation plan. Details of Phase 4: Implementation have yet to be determined.

The Committee has targeted December 2023 as the end date for Phase 3. The project will then move into Phase 4.

FAQ

Why is this work important?

The outcomes of the project will improve equity and consistency in evaluating K-12 support staff jobs across BC public schools districts and locals.

What benefits will be achieved as a result of this project?

An undertaking of this nature is complex and significant. This work will not only address differences in job evaluation practices province-wide, but will also establish best practices and equity for the future. The entire sector benefits when there is consistency and clarity.

Will there be an impact on wages?

The impact on wages will be determined in Phase 4: Implementation, and will be made retroactive to January 2, 2020. It is the parties' intention that individual incumbents will not be negatively impacted.

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 information bulletins.