

JOB EVALUATION COMMITTEE

**Bulletin
No. 11**

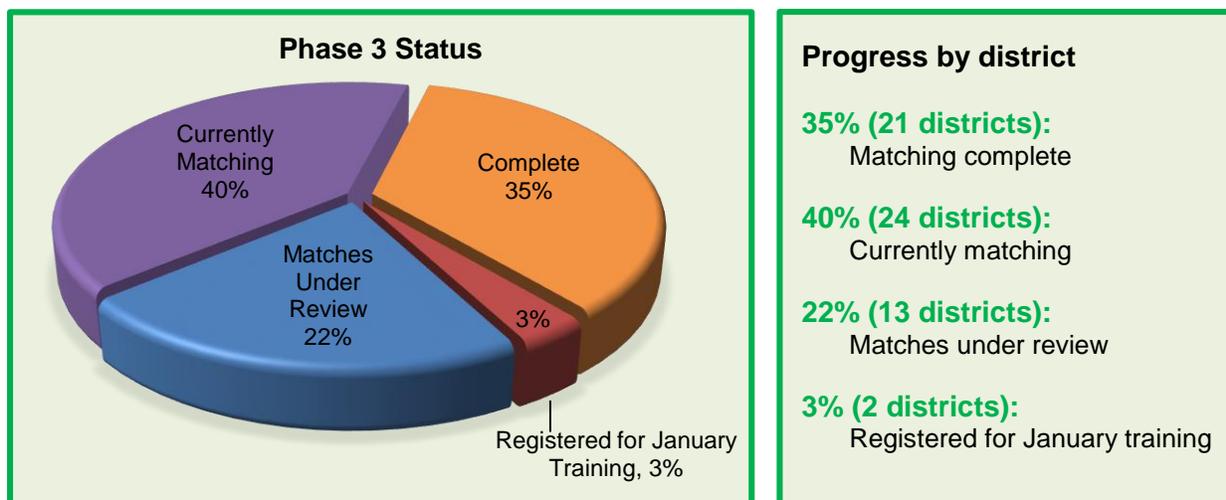
January 5, 2023

By Email: 2 pages

The purpose of the Provincial Joint Job Evaluation Program is to implement and maintain a standardized method of measuring and classifying support staff jobs in BC public education.

Great progress is being made!

We are very pleased to report that **ALL** school districts are in progress with provincial job evaluation work – 97% of school districts are moving through or have completed the job matching process. The provincial committees set and reached significant goals for the project throughout 2022 and we anticipate the momentum to carry us throughout the new year. We continue to project completion of the Provincial Job Evaluation Plan Phase 3 for end of year. A lot of hard work has been done, and continues, on this important project. Thank you to all the district joint committees for your continued engagement in the process. We are that much closer to the finish line because of your dedication and contributions to the process.



We are here



Project overview



Next steps: Phase 3 and Phase 4

Concurrent with job matching and data gathering, the Support Staff Job Evaluation Committee will be finalizing the Provincial Job Evaluation Plan and developing an implementation plan.

Details of **Phase 4: Implementation** will be shared with you once determined. Implementation will begin once all 60 School Districts have completed the matching process. We anticipate matching to be complete and finalized by the end of this calendar year.

Any impacts on wages will be determined in Phase 4, 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
Tammy Sowinski – BCPSEA
Chris Beneteau – BCPSEA
Kevin Black – School District 50 (Haida Gwaii) and SD 91 (Nechako Lakes)
Alanna Cameron – School District 87

Advisors:

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

Committee Support:

Margaret Lau – BCPSEA
Michelle Anderson – CUPE

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.