

**Bulletin
No. 10**

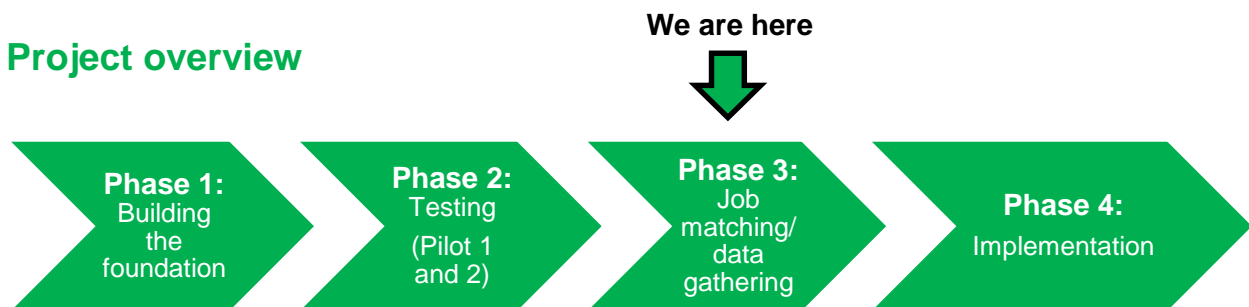
September 29, 2022

By Email: 2 pages

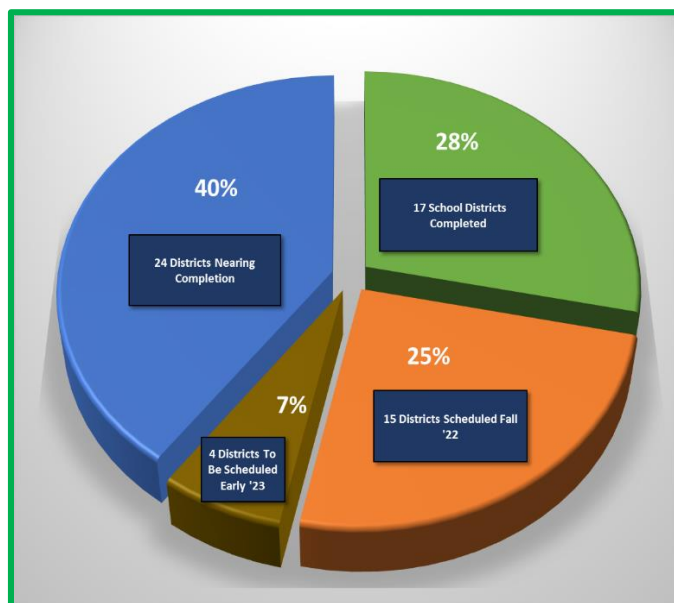
Background

The Provincial Joint Job Evaluation Program was initiated during 2014-2019 Provincial Framework Agreement bargaining, and continued in 2020 and 2022. The purpose is to implement and maintain a standardized method of measuring and classifying support staff jobs in BC public education. Once fully implemented, the Provincial Job Evaluation Plan will replace local plans.

Project overview



Phase 3: Job Matching Progress Highlights by District



Progress by district

- 28% (17 districts):** Matching complete
- 40% (24 districts):** Trained and nearing completion
- 25% (15 districts):** Scheduled for Fall 2022 training
- 7% (4 districts):** Training to take place Winter 2023

Phase 3 update continued

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. Phase 4 will not kick off until all 60 School Districts are trained and have completed the matching process.

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.

JET is in action!

The Job Evaluation Tool (JET) is now in place. This technology allows school districts to easily do their job matching digitally. JET is saving school districts countless hours of time.

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)
Royce Norum – School District 57 (Prince George)

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

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.