

Educational Assistants Public Board

Job Evaluation Notice

By now most EA1 and EA2's will know that the EA2's have gone through the job evaluation process and their wage rate has been set at \$31.13.

This process was started in the summer of 2006 and through the fall of 2006 the job evaluation packages were sent out to EA2s through the board. The committee of 4 then compiled all of the packages into one very complete package of what exactly an EA 2 does, whether in an Assoc. Class, Developmental . Class, B.A.C., B.I.C. or working directly with one student. After the package was compiled, it was then sent back out for all EA2's to sign, and at this point given to principals to sign and add their comments. The committee then took all the principals comments and combined them into one package of comments, and all the packages were given to the Board for the job evaluation committee (3 union, 3 board) The package went to the Board for May 1st, 2007. The committee couldn't reach consensus so the areas that were in dispute were settled prior to arbitration on Feb. 7th, 2008. At this point the wage rate was set, and because the job evaluation package had gone to the board in May –there was retroactive pay to that point owed to the EA2's.

Frequently Asked Questions:

When will the EA1's be going through the job evaluation process?

The process has been started. There is a committee of EA1's who have already distributed the job evaluation package. (there was a meeting in Nov. to hand out the packages to the liaisons) Presently the committee is following through with missing packages so that they can complete the process of compiling all the job duties into one package. While the committee would like to have the process completed for May, it is important to note, that this is a labour intensive process and it must be done accurately and completely.

How can you help?

EA1's need to make sure their package has gotten to the committee. When it comes back to the EA1's for the final signature and principal comments it would be helpful if everyone signed it quickly and followed up with your principal for their comments.

Will there be retro pay?

The EA2's got a sizable amount of retro pay because their evaluation ended up going to arbitration and how long this process took. This was the first time in the DDSB's history of any job (clerical, custodial, EA etc) that has gone to arbitration. It would be very unlikely that the EA 1 position would go to arbitration. Retro pay would be paid from the date the package was submitted to the date the pay rate gets agreed to.