

TITLE: **CLASSIFICATION REVIEW SYSTEM, UNION-EXEMPT EMPLOYEE  
GROUP JOB EVALUATION - UNION-EXEMPT EMPLOYEES**

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## **COMMITMENT TO INDIGENOUS RIGHTS, HUMAN RIGHTS, AND EQUITY**

The Board recognizes its responsibility to ensure that this policy and associated procedures promote and protect Indigenous rights, human rights, and equity. The Board will strive to address and eliminate discrimination and structural and systemic barriers for students, staff, and community.

### **1.0 OBJECTIVE**

To provide a classification system that ensures pay equity, as required by the *Pay Equity Act*, and internal equity are maintained.

### **2.0 DEFINITIONS**

Please refer to Appendix A for a list of definitions used in this policy.

### **3.0 POLICY GUIDING PRINCIPLES**

3.1 The Board recognizes that the nature of the work at the **Board District** is such that responsibilities change and periodic reviews are necessary to correct inequities in classification and meet statutory pay equity obligations.

### **4.0 SPECIFIC DIRECTIVE**

4.1 An appropriate **classification review job evaluation** system including an appeal process shall be developed and implemented.

### **5.0 APPENDICES**

Appendix A: Policy Definitions

### **6.0 REFERENCE DOCUMENTS**

[Pay Equity Act](#), RSO 1990, Chapter P.7 as amended

OCDSB Policy [P.006.HR: Delegation of Authority](#) – Human Resources

OCDSB Procedure [PR.610.HR: Job Evaluation Process - Union-Exempt Employees](#)

OCDSB Procedure [PR.611.HR: Compensation - Union-Exempt Employees](#)

## APPENDIX A: POLICY DEFINITIONS

In this policy,

**Board** means the Board of Trustees.

**District** means the Ottawa-Carleton District School Board.