



TITLE: 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 GUIDING PRINCIPLES

3.1 The Board recognizes that the nature of the work at the 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 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](#)

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.