

PERSONNEL PRACTICES

Background

The District recognizes that an educational enterprise is personnel dependent and, in keeping with the District's vision and values, will use personnel practices that encourage the highest quality service to children. The District believes that fair and just personnel practices are not only essential, but are vital to growth and improvement.

Procedures

1. All personnel practices will reflect the District's belief in:
 - 1.1 Recruitment and retention of the best qualified personnel.
 - 1.2 Provision of equal employment opportunities.
 - 1.3 Aspects of natural justice.
 - 1.4 Employee consultation.
 - 1.5 Need for clearly defined procedures.
 - 1.6 Primary importance of student welfare.
 - 1.7 Professionalism.
2. The Superintendent is responsible to the Board for the development, implementation, administration and assessment of employment practices. These practices must be consistent with employment legislation, current collective agreements or contracts, Board policy and administrative procedures.
3. All unionized hires shall be appointed to the staff of the District in accordance with the provisions of their current collective agreement and the following procedures:
 - 3.1 The successful candidate shall be fairly selected from applicants.
 - 3.2 All offers and acceptances of employment shall ultimately be in writing.
4. In the case of hiring exempt or excluded employees, the District will adhere to the following procedures:
 - 4.1 The successful candidate shall be fairly selected from applicants.
 - 4.2 All offers and acceptances of employment shall ultimately be in writing.
5. It is not the intent of these procedures to supersede such grievance procedures as may exist in an employee's applicable collective agreement.

Reference: Sections 22, 65, 85 School Act

Adopted: September 1, 2018