

## **SUPPORT STAFF RECRUITMENT**

### **Background**

Support staff are vital to the provision of quality education programs and must be recruited in an effective, efficient and fair manner.

The District supports the recruitment and efficient deployment of qualified support staff to meet student educational needs.

### **Procedures**

1. When vacancies occur which are not filled from the Seniority List the recruiting of support staff will consider the following criteria:
  - 1.1 Needs of District students;
  - 1.2 Needs of the District and organizational fit;
  - 1.3 Provisions of current collective agreement;
  - 1.4 Candidates' knowledge, education, skills and attitudes; and
  - 1.5 Candidate's suitability and compatibility based upon past performance and experience.
2. The Superintendent is responsible for establishing support staff recruitment procedures, communicating these to school administration and monitoring their implementation.

Reference: Sections 17, 18, 20, 22, 23, 65, 85 School Act  
Employment Standards Act  
Collective Agreements

Adopted: September 1, 2018