

Recruitment, Selection and Termination of Educational Leaders and Business Management Staff

The Board of Education is committed to employing the best staff available for leadership positions.

Superintendent of Schools

The Board of Education has sole responsibility for all aspects of employment of the superintendent subject to legal requirements.

The board may seek assistance from the secretary-treasurer or outside advisors with respect to matters relating to employment of the superintendent.

Senior Staff Selection

Senior staff (defined for the purpose of this policy as secretary-treasurer, assistant superintendent, and associate superintendent of human resources) shall be selected and appointed by the board from a shortlist of candidates submitted by the superintendent. In shortlisting candidates, the superintendent will take into account any criteria established by the board and may request input from trustees and other education stakeholders. The superintendent may provide advice to the board with respect to a preferred candidate.

Senior Staff Termination of Employment

Decisions to terminate or not renew the contracts of senior staff are made by the board on recommendation of the superintendent, subject to and in accordance with the requirements of such contracts.

Recruitment/Selection/Appointment of Other Educational and Business Leaders

The superintendent is responsible for recruitment and selection of educational and business management staff, subject to board approved regulations. The superintendent will report vacancies to the board and the board will have an opportunity to discuss recruitment and selection of candidates with the superintendent before selections are made. The appointment of the successful candidate will be submitted to the board for approval and the board will be provided with a report that includes a rationale for the appointment outlining the skills, experience and past performance of the selected candidate so that it has the necessary information to approve the recommendation. The superintendent may delegate some or all of these responsibilities to other exempt staff.

Assignments

The superintendent is responsible for decisions on assignments and will keep the board informed of changes in assignments between schools.

Termination of Other Educational and Business Leaders

The superintendent is authorized to make the decision to terminate or not renew the contracts of other exempt staff in positions of leadership in accordance with any requirements of such contracts. The superintendent shall report any such decisions and their rationale to the board. The affected staff member may within a reasonable period of time request a meeting with the board and the board, after hearing from the employee and the superintendent, on a 2/3 vote may overturn the decision of the superintendent.

Date of Board Approval: September 2008

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