

RECRUITMENT AND SELECTION OF PERSONNEL

The Board believes strong leadership and administration at the District and school levels are essential to the effective and efficient operation of the school system.

Specifically

1. The Board has the sole authority to recruit and select an individual for the position of Superintendent and anyone who is expected to act in the place of the Superintendent for a period longer than (180 calendar days) duration.
2. In order to protect the Board from sudden loss of the Superintendent's services, the Superintendent shall ensure that staff is designated to perform the services of the Superintendent in the case of a short-term or prolonged absence, and that the Board is advised of the delegation.
3. The Superintendent is delegated authority to recruit and select staff for all positions other than his own within the limitations of legislation, budget allocations, contracts and collective agreements.
4. All offers of employment shall be conditional on the successful applicant providing a criminal record check through the [Criminal Records Review Program](#) (Ministry of Public Safety and Solicitor General) which is acceptable to the Superintendent.
5. All management positions shall have a written role description and the person occupying each of these positions shall have a written contract of employment in accordance with Board approved template contracts.
 - 5.1 Compensation will be determined based on BCPSEA compensation guidelines.

Legal Reference: Sections 15, 19, 20, 21, 22, 23, 24, 65, 85 School Act

Adopted: December 15, 2020