
Policy 15

RECRUITMENT AND SELECTION OF PERSONNEL

The Board of Education recognizes that strong leadership and effective personnel practices are essential to the success of the school district. Recruitment and selection processes must be fair, transparent, and designed to attract and retain high-quality staff who reflect the values and diversity of the community.

The Board is responsible for governance, policy setting, and oversight of recruitment and selection. The Superintendent is responsible for implementing this policy through the development and administration of procedures for recruitment, selection, and assignment of personnel.

Superintendent Recruitment

- The Board holds sole authority to recruit and select the Superintendent.
- The Board may engage external consultants to support the recruitment process as needed.

Superintendent Succession Planning

- To ensure continuity of leadership, the Superintendent shall designate staff to assume responsibilities in the event of a short-term or extended absence.
- The Board Chair shall be informed of any such delegation.

District Leadership Positions

This includes positions such as Secretary Treasurer, Associate Superintendents, Directors, and leadership staff.

- The Superintendent is delegated full authority to recruit and select individuals for these roles, within the limits of legislation, budget, and collective agreements.
- Each position must have a clearly defined role description and a written contract of employment.
- Compensation will be determined in accordance with applicable compensation guidelines.
- At the recommendation of the Superintendent the Board shall ratify the appointment of the Secretary Treasurer.

School-Based Leadership

- The Superintendent is delegated full authority to recruit, select, assign, and reassign school-based leaders, including Principals and Vice-Principals, within the limits of legislation, budget, and collective agreements.

All Other Staff Positions

- The Superintendent is delegated full authority to recruit, select, assign, and reassign all other staff within the limits of legislation, budget, and collective agreements.

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