

POLICY GC – Professional Staffing

The Board is committed to the consultative process in determining certificated staffing formulas.

The Board assigns responsibility for selection and appointment of certificated staff to persons it believes to be the most knowledgeable about the requirements for the particular positions. Teachers are hired by the district and assigned to a position.

PURPOSE

To provide a process for the allocation of professional staff.

GUIDELINES & PROCEDURES

1. As part of the budget approval process, the certificated staffing formula will be acknowledged by the Board in an Information Item at a Board Meeting.
2. Significant changes to the staffing formula will involve consultation with Administrators.
3. The Superintendent or designate will:
 - a) post vacant certificated staff positions internally and externally as required;
 - b) involve school based administrators in the selection of school based personnel including the appointment of the Assistant Principal;
 - c) designate the placement of teachers:
 - i) Principals shall provide a recommendation to the Superintendent to indicate whether or not a teacher on a probationary contract should be offered a continuous teaching contract. Any recommendation for a continuous contract will be accompanied by a written evaluation. This should be completed by May 15 of each year.
 - d) designate the responsibility for the assignment of teaching duties within a school to the Principal:
 - i) Requests for changes in grade level/subject area assignments within a school are to be the responsibility of the Principal.
4. Principals
 - a) Principal designations will consist of term designations, not greater than five (5) years in total. The first two (2) years may be probationary with the initial term assignment to a specific school. The length of the term assignment to a school will be at the discretion of the Superintendent.
 - b) The Superintendent may appoint principals on an acting basis at his/her discretion.

- c) No later than April 30th of the school year prior to the expiration of the term designation, the Superintendent shall advise the Principal whether or not a new contract is to be offered.

5. Assistant Principals

- a) The Superintendent may appoint Assistant Principals on an acting basis at his/her discretion.
- b) The Principal shall ensure that Assistant Principals are evaluated in the first year of their assignment to the same school. Assuming a successful evaluation, the Assistant Principal may be assigned a term contract not to exceed three years, as long as the Assistant Principal continues to work in the same school.
- c) Assistant Principals are evaluated at the end of their first three-year term. Upon a successful evaluation, Assistant Principals may be offered an additional three-year term contract. Ongoing supervision is the responsibility of the Principal. Successive three-year terms are based on the recommendation from the Principal. Principals discretion can be used to conduct a full evaluation, partial evaluation or make a recommendation based upon ongoing supervision.

6. Interview Process:

The Superintendent will maintain a consistent process for selecting new principals that will protect the privacy of the interviewees while ensuring input from applicable parties.

- 7. The Superintendent may, at any time during a school year, transfer a teacher. Such transfers will be done in compliance with Section 212 of the [Education Act](#).
 - a) If a teacher objects to a district initiated transfer, they may make a written request for a hearing before the board by following the process outlined in Section 212(3) of the Education Act.
- 8. Teachers that are relocating due to a district initiated transfer and, as a result they are experiencing a drive of an additional 50 km from their residence one-way or have total drive of more than 75 km one-way, may apply for Board determined eligible relocation expense reimbursement not exceeding \$4000.00;
- 9. Contracts and program needs will be considered if a reduction in professional staff is required.

REFERENCES

Cross References:

[Exhibit 1 - GCD-APM – Procedure for Selecting New Principals](#)

Legal Reference: [Education Act](#) section 212

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