

Recruitment/Selection/Employment/Reassignment of Teachers Policy

Policy Statement

The Eastern School Board believes that to realize its vision of all students achieving and succeeding to their potential the district must recruit, select and employ teachers of the highest quality. Further, the recruitment, selection and employment process shall be open and transparent and in accordance with the NLTA Collective Agreement.

Rationale

Section 75 of the *Schools Act (1997)* designates the responsibilities of the Eastern School Board to include organizing and administering primary, elementary, and secondary education within the district, determining policy for the effective operation of schools in the district, appointing and assigning the duties of teachers, and ensuring that each school maintains quality and appropriate programs and performance standards.

Scope

This policy covers all Eastern School District teaching staff defined by the NLTA Collective Agreement.

Procedures

1. The Eastern School District will establish Administrative Regulations that govern the application of this policy.
2. Administrative Regulations will be reviewed by the CEO/Director of Education in collaboration with the Administrative Council.
3. When it becomes necessary to re-assign teachers as a result of redundancies in the system, the Eastern School Board will determine teachers' capabilities based on seniority and in accordance with the currently modern standards as well as other provisions of the Collective Agreement.

4. All new teachers will serve a probationary period in accordance with the NLTA collective agreement.
5. The district will develop reasonably determined criteria by which the suitability of a teacher is judged to determine the compatibility between his/her capabilities, and the current requirements of the position.
6. In the hiring of a teacher, the District will consider the candidates' level of training and experience to determine whether or not he/she is best suited to teach at the primary, elementary, intermediate or senior high levels.
7. The School District recognizes the following classifications of teaching staff within its employ:
 - i. Primary-Elementary
 - ii. Intermediate-Senior High
 - iii. Specialist Positions
 - iv. Special Services
 - v. Administration
 - vi. Program Specialist
8. All applicants must have on file at the district office or submit with their application a valid Certificate of Conduct with a completed Vulnerable Sector Check in order to be offered employment with the school district.
9. Any candidate unsuccessful in a competition may schedule an appointment with the Assistant Director of Education (Human Resources and School Leadership) to discuss their interview.
10. A teacher may wish to request a transfer from one school to another as a result of extenuating circumstances. This request must be made in writing to the Assistant Director of Education (Human Resources and School Leadership) and must be accompanied by appropriate documentation.