

## Administrative Procedure 400

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### PERSONNEL PRACTICES

#### Background

The District recognizes that an educational enterprise is personnel dependent and, in keeping with the District's vision and values, will use personnel practices that encourage the highest quality service to children. The District believes that fair and just personnel practices are not only essential, but are vital to growth and improvement.

#### Procedures

1. All personnel practices will reflect the District's belief in:
  - 1.1 Recruitment and retention of the best qualified personnel.
  - 1.2 Provision of equal employment opportunities.
  - 1.3 Aspects of natural justice.
  - 1.4 Employee consultation.
  - 1.5 Need for clearly defined procedures.
  - 1.6 Primary importance of student welfare.
  - 1.7 Professionalism of teaching.
2. The Superintendent is responsible to the Board for the development, implementation, administration and assessment of employment practices. These practices must be consistent with employment legislation, current collective agreements or contracts, Board policy and administrative procedures.

Reference: Sections 22, 65, 85 School Act