

Administrative Procedure 5001

Hiring of Unionized Staff

1. It is the policy of the Board of Education to hire the best person available at the time of hiring for a particular position.

2. Our hiring practices will provide:
 - (a) opportunities consistent with collective agreements between the Board as the employer and its unionized staff;

 - (b) opportunities for fair and transparent processes.

The hiring of unionized staff is administered by the Human Resources Department.

3. Regulations consistent with this policy detailing the process for hiring unionized staff will be developed and managed by the Director of Human Resources.

4. Each year as part of spring staffing, consultation will take place with union executives to establish a staffing timeline, discuss anticipated staffing changes of unionized staff at each school/location and review the staffing processes for unionized staff to be used for lay-offs, recall and placement of existing staff as well as the hiring of new staff to fill remaining vacancies.