

# PERSONNEL PRINCIPLES

## Background

Education is a personnel intensive industry and sound and fair practices are important in assuring the best working environment for the delivery of quality education services to students. The foundation principles for such practices shall be extended to all aspects of the workplace including the creation of collective agreements.

## Procedures

1. Personnel practices shall reflect the District's belief in:
  - 1.1. The recruitment and retention of the best qualified personnel;
  - 1.2. The provision of equal employment opportunities;
  - 1.3. The aspects of natural justice;
  - 1.4. Employee consultation;
  - 1.5. The need for clearly defined procedures;
  - 1.6. The primary importance of student welfare;
  - 1.7. The professionalism of teaching; and
  - 1.8. The confidentiality in relationships.

Reference: Sections 17, 20, 22, 65, 85 School Act  
Freedom of Information and Protection of Privacy Act  
Ombudsman Act  
Collective Agreements

Adopted: November 2019  
Revised: