

## **501 Teaching Personnel**

Revised: September 25, 2001

### **Policy**

The Board places the highest priority on the professional competence of the School District's teaching personnel. The Board is dedicated to the goal of attracting and retaining the best-qualified, suitably-experienced and highly-skilled teachers available. The Board will endeavour to provide a working environment conducive to the best performance of teachers.

### **Administrative Procedures**

#### ***Authority to Appoint Teachers***

The Superintendent is authorized to recruit, select, appoint, and place properly-qualified teachers for the school and district staff of the School District.

The Superintendent shall recommend to the Board each year the number of teachers to be employed and the allocation of these teachers within the School District.

Appointments of teachers new to the School District shall be presented in submissions to the Board twice annually for authorization.

#### ***Selection, Appointment and Placement Procedures***

The selection, appointment, and placement of teachers shall be in accordance with the provisions of the current collective agreement between the Board and the North Vancouver Teachers' Association.

Principals shall be involved, as far as is practical, in the processes of defining the vacancies which exist within their schools, preparing descriptions for vacancy postings, and interviewing applicants for these vacant positions.

Salary and benefits of teachers appointed to the School District shall be as provided within the terms of the current collective agreement between the Board and the North Vancouver Teachers' Association.