

RECRUITMENT/EMPLOYMENT PROVISIONS

The foundation of providing a quality program of education to the students of the Turtle Mountain School Division is a well-qualified and competent staff. The recruitment of new staff members should be a positive experience for both the potential employees and the Division. It is the belief of the Board that standardized and consistent recruitment and appointment procedures will achieve this goal and ensure the employment of the best personnel for any given position within the Division.

The Turtle Mountain School Division believes that every person has the right to equality of opportunity based upon bona fide qualifications, in respect of employment, employment advancement, or promotion. The Division shall not refuse to employ, to continue to employ or to train any person for employment, to advance or promote that person, and shall not discriminate against that person in respect of employment, or any term or condition of employment because of race, nationality, religion, colour, sex, age, marital status, sexual orientation, physical or mental handicap, ethnic or national origin, political beliefs or family status of that person.

In accordance with policy A-3, (Organization Structure), the recruitment of the Superintendent/CEO rests solely with the Board of Trustees. The Board of Trustees will also be represented on selection committees for the purposes of hiring any senior administration and/or school principal positions. The Superintendent/CEO or designate is responsible for the recruitment and selection of all staff positions within Turtle Mountain School Division.

EMPLOYMENT RESTRICTIONS:

1. No person who is an immediate relative of the Superintendent of Schools or any member of the Board of Trustees shall first be employed by the Division during the term of office of that official except as provided for in Section 5. For purposes of this policy relative shall mean spouse, father, mother, sister, brother, son or daughter. This will not apply to any employee hired by the Division prior to the appointment or election to office of the officials stated above.
2. No person shall be first employed or assigned to or remain in the same school, department, or section in which an immediate relative is employed as a supervisor, foreman, department head, principal or administrator. This will not apply to any employee hired by the Division prior to the implementation of this policy.
3. No person shall be employed in a position where, by reason of marital or family status, there would be the possibility of:
 - collusion
 - breach of confidentiality
 - conflict of interest
4. No person shall be permitted to hire or be responsible for hiring a member of their own family, a relative or a person about to become a relative.

5. Persons who are immediate relatives as set out in Section 1 and who, upon applying for employment in the Turtle Mountain School Division, are successful in having their application accepted, shall not be employed until such employment is approved by the Board of Trustees by way of a resolution duly recorded in the minutes.