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RECRUITMENT/EMPLOYMENT PROVISIONS

Turtle Mountain School Division believes well-qualified and competent staff are the foundation for a quality education.

Turtle Mountain School Division believes every person has the right to equal opportunity provided candidates have the qualifications as well as the ability to perform the duties of a position when being considered for employment or promotion. The Division shall not discriminate against any person regardless of ethnicity, religion, gender, age, marital status, sexual orientation, physical or mental disability, or political beliefs.

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 other staff positions within Turtle Mountain School Division.

EMPLOYMENT RESTRICTIONS:

1. Persons who are immediate relatives of the Superintendent/CEO or any member of the Board of Trustees shall not be employed until such employment is approved by the Board of Trustees by way of a resolution duly recorded in the minutes. 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 or department in which an immediate relative is employed as an immediate supervisor.
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 participate in the hiring of a member of their own family, including any relative or a person about to become a relative.