

**Policy Statement:**

The Board corporately reserves the right to determine the selection process for the Superintendent.

The Board will require the Superintendent to establish administrative procedures to recruit, select, employ, place or reassign competent, suitable and qualified staff. The Board believes strong central leadership and administration at the Division level is essential to the effective and efficient operation of the school system.

A trustee will participate in the selection committee for the hiring of Assistant Superintendents, Secretary Treasurer, Directors, and Principals. The Superintendent, or designate, will be responsible for initiating the advertising process and will ensure that a Trustee(s) will be included on the selection committee. The Superintendent will make the final decision with input from the Committee.

**Reference:**

Sections 60, 92, 93, 95, 96, 97, 98, 99, 101, 102, 103 [School Act](#)  
[Employment Standards Code](#)  
[Policy 2 Role of the Board](#)  
[AP 40-03 Employee Recruitment and Selection](#)  
[CUPE Collective Agreement](#)  
[ATA Collective Agreement](#)  
[Non-Union Staff Employment Conditions Handbook](#)