

BOARD GOVERNANCE POLICY

Policy Name: Treatment of Staff

Policy Number: EL-3

Policy Type: Executive Limitations

Date Approved: June 26, 2000

The Superintendent shall not cause or allow working conditions for staff that are unfair, ineffective, undignified, unsafe, unhealthy, disrespectful, which fail to provide for appropriate confidentiality and privacy, or in contravention of negotiated collective agreements.

Further without limiting the scope of the above statement by the following list, the Superintendent shall not:

1. Fail to develop and implement written Human Resources Policies and Procedures which at minimum clarify expectations and working conditions for staff, provide for effective handling of grievances, and protect against wrongful conditions.
 - 1.1 Fail to ensure policies and procedures are in place to prevent workers from exposure to any form of verbal or physical harassment.
2. Prevent staff from appealing to the Board when (a) internal grievance procedures have been exhausted, and (b) the employee alleges either that Board policy has been violated to the employee's detriment, or that Board policy does not adequately protect the employee's human rights.
3. Fail to ensure that, other factors being equal, hiring practices give preference to teachers and administrators of the Catholic faith.
4. Fail to ensure that conditions do not exist in the District, which would place employees or District contractors in a conflict of interest.
5. Fail to develop a plan in consultation with site-based administrators for the recruitment, development, evaluation and renewal of a knowledgeable, dedicated and competent staff in the District.
6. Fail to ensure that there are written policies and procedures in place to provide for professional growth and development of teachers, and appropriate monitoring and evaluation of the quality of teaching, consistent with the School Act and Regulations, and the "Teaching Quality Standards" set by the Government of Alberta.
7. Fail to acquaint staff with their protections under this policy.

I certify that the above information is accurate as of **September 12, 2016**.

George McGuigan
Superintendent of Schools