

#208050

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GCF-E-1
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HIRING OF STAFF

The Superintendent or designate is authorized to hire staff as per the Public Schools Act. It is the responsibility of the Superintendent, or designate, to determine the needs of the Division and to recruit for, select and fill vacancies.

The Board will approve all appointments of Senior Administration and School-Based Administrators prior to hire.

The goal of all hiring shall be to obtain the best possible candidate for the position to be filled. In doing so, the Division strives to employ staff who represent the diverse community it serves especially given evidence that supports greater student achievement is directly correlated with a representative staff.

All candidates shall be considered on the basis of their merits and qualifications consistent with the Manitoba Human Rights Code.

As allowed under the Code, the Division is committed to equitable hiring practices including giving preference to individuals who share a protected characteristic such as gender identity, visible minority, disability or Indigenous ancestry in order to directly address the needs of these particular groups to lessen any disadvantage and to restore or establish equality of opportunity.

Employment Equity processes will include a self-declaration census of staff to inform and monitor employment policy and practices.

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Motion 04-13-91		Motion 02-03-23	