



**Simcoe County
District School Board**

GENERAL

3100

PERSONNEL

3110

1. Policy

It is the policy of the Simcoe County District School Board to obtain personnel for all branches of its service who, are best suited through qualifications, experience and personal attributes, to fill the positions available. Positions shall be filled according to staffing formula and/or the complement approved, by the Board, at salaries in accordance with approved schedules or Collective Agreements.

Vacancies will be advertised internally, locally or on a provincial or national basis at the discretion of Administrative Council. In cases where applicants are considered to be of equal competence, qualifications and experience, preference will be given to those from within the system.

Trustees will participate in interviews for the Director of Education and all supervisory officer positions and will recommend such appointments to the Board for its decision.

The Director of Education shall be responsible to the Board for the hiring, promotion, transfer, demotion, suspension, and dismissal of all personnel in the Board's employ. Personnel matters of interest to all trustees will be discussed with the Board in closed session.

2. Administrative Procedures

The Director of Education is authorized to provide the administrative procedures necessary to implement this policy.

**ADOPTED NOVEMBER 24, 1982
REVISED SEPTEMBER 1, 1983
REVISED FEBRUARY 23, 2011**

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