

BOARD OF EDUCATION OF SCHOOL DISTRICT NO.22 (VERNON)

BOARD POLICY NO: 2.7

Recruitment, Selection and Compensation of Personnel	
Approval Date:	
Amendment Date(s):	
Reference(s):	Public Sector Employers Act , School Act 15 (2)

The Superintendent shall adopt practices that enable the district to attract, select, retain, motivate, and develop qualified, high-performing employees within the limitations of legislation, budget allocations, contracts and collective agreements.

Specifically, the Superintendent shall

1. Maintain a compensation framework for executive and exempt staff compensation that is rational, defensible, competitive and able to be effectively administered. The framework will align with the Board's compensation philosophy published annually within the Public Sector Executive Compensation Disclosure Report.
2. Establish and implement procedures for the evaluation of all employees who are not covered by a collective agreement.