

Questions and Answers

Policy on Employment and Assignment of Relatives:

- 1. Will this policy impact individuals when they are applying to work for the School Board?**

Excellent qualifications are recognized by the Human Resources Department (HRD). Bearing in mind our many schools and centres, there may be parallel opportunities available. The policy would only limit an employee from being placed in a position where the employee would be reporting to a relative.

- 2. Will this policy limit the opportunities for promotion for qualified employees?**

The effectiveness of the most qualified individuals is likely to be hampered by a perception of favoritism in hiring, placement, supervision or evaluation. The policy would only limit an employee from being placed in a position where the employee would be reporting to a relative.

- 3. Is there a time limit for the employee exemption from being transferred? How many individuals actually employed by the School Board could be impacted by this policy?**

The exemption mentioned in section 2.3 of the policy is valid only for the period of time that the two employees remain in the exact same position.

No individuals actually employed at the time this policy comes into force will be impacted by this policy as they will all be grandfathered, as long as they remain in the exact same position.

- 4. Will it always be the lower-ranked employee who will be the one transferred?**

Not at all: each situation will be reviewed individually, taking into account as far as possible the preferences of both individuals as well as the needs of the Board.

- 5. Will the transfer of teachers during the school year in the application of this policy have a negative impact on students?**

Every effort will be made to delay a transfer until the end of the school year in order to minimize disruptions to the students.

6. Why are other close personal relationships not included in the policy?

In researching comparable policies in both the public and private sectors the relationships cited in the majority of cases are the ones used in the LBPSB policy.

7. Should there be a separate policy for the adult and vocational sector?

There is no evident reason not to use the same criteria for the adult and vocational sector, as the policy covers all positions in the Board, including the non-pedagogical.

8. Does this policy cover non-posted positions?

Yes, this policy covers all positions, whether posted or not.

There are times throughout the school year that some positions are not posted and these are primarily replacement support staff positions, from waiting lists previously compiled by Human Resources of people who have responded to postings.

For example, when an integration aide position becomes available during the school year principals choose people to interview from a list of candidates previously screened by Student Services and sent out to schools by the Human Resources Department. Another example would be, when a school secretary must take sick leave, the replacement is chosen from candidates already screened by the Human Resources Department.

9. Do provincial and local collective agreements override this policy, and will the School Board not face legal challenges for years to come at a significant cost?

Each situation will be examined on an individual basis. The draft policy is concordant with policies in other organizations with similar collective agreements, verified by independent legal counsel.

10. Who will be responsible for updating the policy?

All policies are reviewed by the Council of Commissioners on a regular basis, or immediately if impacted by changes in government law or regulation or in our collective agreements.