

ADMINISTRATIVE PROCEDURE #300

RECRUITMENT, SELECTION, AND TRANSFER OF PERSONNEL

BACKGROUND

The Burnaby School District seeks to support the educational needs of students by ensuring qualified and capable personnel are recruited and selected for positions.

PROCEDURES

1. Recruitment, selection, and transfer of candidates will be done in accordance with collective agreements for unionized personnel and employment contracts and operational needs for non-unionized personnel.
2. Recruitment, selection, and transfer processes will support the selection of qualified and capable candidates to ensure the educational needs of students are being met.
3. The District will recruit qualified and capable personnel who have firsthand experience and a demonstrated commitment to creating a safe, inclusive, equitable, and accessible learning environment.
4. Recruitment, selection and transfer of candidates will be done in accordance with the BC Human Rights Code. There will be no discrimination on the basis of characteristics protected by the BC Human Rights Code.
5. When requested or required, candidates will be accommodated during the recruitment, selection, and transfer of personnel, to ensure barriers are removed when accessing positions in the School District. Where appropriate, this will include an individualized assessment of what reasonable accommodations are necessary in the circumstances.

Date Adopted: 2025-03
Date(s) Revised:

Cross References: