

EDMONTON PUBLIC SCHOOLS

January 27, 2009

TO: Board of Trustees

FROM: Trustee D. Fleming, Planning and Policy Committee  
Trustee G. Gibeault, Chair Planning and Policy Committee  
Trustee K. Shipka, Planning and Policy Committee

SUBJECT: Board Policy Review - GB.BP Authority for Personnel Decisions

ORIGINATOR: B. Tams, Assistant Superintendent

RESOURCE  
STAFF: David Fraser, Mark Liguori, Ellen Ogilvy

RECOMMENDATION

That revised Board Policy GB.BP Authority for Personnel Decisions (Appendix I) be considered for third time and approved.

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Background

The existing policy has been in place since May 2001. The policy has been reviewed by staff in Personnel Staff Relations and Support Services in 2008. The proposed revisions to the policy clarify the language regarding the Board's delegation of authority to the Superintendent of Schools, including the power to sub-delegate to the members of the Administration, the authority to employ, appoint, determine grid placement, suspend, demote, terminate employment, terminate designation, accept resignations and retirements and approve leaves of absences for all district staff.

The Board retains the authority for the designation and confirmation of principals and for the appointment of exempt management other than supervisors and managers.

Rationale

The policy delegates the authority to the Superintendent to sub-delegate decision making authority to those who are most familiar with the circumstance and who are accountable for the decisions.

Thirty-one staff members, one community member and one parent responded to the web survey. There were two comments related to accountability, and two related to the individuals who received the authority for decision making. The balance of the responses indicated satisfaction with the policy as revised.

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APPENDIX I – Board Policy GB.BP Authority for Personnel Decisions (Page 3)

# Edmonton Public Schools Board Policies and Regulations

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CODE: GB.BP

TOPIC: Authority for Personnel Decisions

EFFECTIVE DATE: 08-05-2001

ISSUE DATE: 09-05-2001

REVIEW DATE: 05-2006

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- A.** Under the board's general delegation of authority to the superintendent of schools, **which includes the power to sub-delegate to members of the administration, and** subject to section B of the policy, the superintendent of schools will establish, approve and review annually, a document which outlines the ~~delegation of~~ authority to employ, appoint, determine grid placement, suspend, demote, terminate employment, terminate designation, accept resignations and retirements and approve leaves of absences for all district staff.
- B.** The board retains the authority for the designation of principals to the district, the confirmation of principals in their designation, and the **designation or** appointment of exempt management other than supervisors and managers.
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Reference(s):

[CHA.BP](#) - Board Delegation of Authority

[GBA.AR](#) - Designation, Appointment and Assignment to Leadership Positions

[GCAA.AR](#) - Teacher Contracts

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