

DATE: January 17, 2012

TO: Board of Trustees

FROM: Trustee Leslie Cleary, Chair, 2010 – 2011 Policy Review Committee
Trustee Michael Janz, 2010 – 2011 Policy Review Committee
Trustee Catherine Ripley, 2010 - 2011 Policy Review Committee

SUBJECT: Review of Board Policy GB.BP - Authority for Human Resources Decisions

ORIGINATOR: David Fraser, Executive Director, Corporate Services

RESOURCE

STAFF: Bonnie Zack

REFERENCE: GB.BP Authority for Personnel Decisions

ISSUE

Revisions to GB.BP Authority for Personnel Decisions have been proposed to reflect the current department name (i.e., Human Resources) and the intention to delegate the designation and confirmation of Principals, Directors, and Managing Directors to the Superintendent of Schools. The Board retains the authority for the designation and confirmation of Assistant Superintendents, Executive Directors, and General Counsel.

RECOMMENDATION

That revised and re-titled Board Policy GB. BP Authority for Human Resources Decisions (Attachment I) be considered for the third time and approved.

BACKGROUND

On May 19, 2011, the 2010-2011 Policy Review Committee approved a draft policy to be posted on the district website for feedback from the public. The web survey was open from September 6 to October 4, 2011. Seventeen responses were received: two from Parents, two from Community Members, one from a Community/Professional Organization, four from Principal/Decision Unit Administrators, six from Staff Members, and two from individuals who did not indicate the perspective from which they were responding.

Respondents indicated (100%) that the policy does not require further clarification. One respondent suggested that the Board should be made aware of the appointment/designation of all leadership staff in Central Services.

CONSIDERATIONS & ANALYSIS

This recommendation is consistent with the role and responsibility of the Superintendent of Schools as defined in Section 103 of the *School Act*.

NEXT STEPS

The administration will update the corresponding Administrative Regulation and Authorities document to reflect these changes and an implementation process to notify trustees of principal and central appointments will be established.

ATTACHMENTS

- ATTACHMENT I Recommended Board Policy GB.BP Authority for Human Resources Decisions
- ATTACHMENT II Existing version showing recommended changes to Board Policy GB.BP Authority for Personnel Decisions

BZ:bjs

Edmonton Public Schools Board Policies and Regulations

CODE: GB.BP	EFFECTIVE DATE:
TOPIC: Authority for Human Resources Decisions	ISSUE DATE: REVIEW DATE:

- 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 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 or appointment of Assistant Superintendents, Executive Directors and General Counsel. The Superintendent of Schools will inform the Board annually of all designations of Director and Managing Director.
- C. The Board recognizes and values the important role that principals have in achieving the vision, mission and priorities of the District. The Superintendent of Schools will ensure the attraction, designation, assignment, ongoing development, and retention of principals who demonstrate the professional practice competencies of an effective principal.
- D. The Superintendent of Schools will inform the Board annually of all designations of principals to the District and the confirmation of principals in their designation.

Reference(s):

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

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

[GCAA.AR](#) - Teacher Contracts

Edmonton Public Schools Board Policies and Regulations

CODE:	GB.BP	EFFECTIVE DATE:	27-01-2009
TOPIC:	Authority for Personnel Human Resources Decisions	ISSUE DATE:	29-01-2009
		REVIEW DATE:	01-2016

- 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 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~~ **Assistant Superintendents, Executive Directors and General Counsel. The Superintendent of Schools will inform the Board annually of all designations of Director and Managing Director.**
- C. **The Board recognizes and values the important role that principals have in achieving the vision, mission and priorities of the District. The Superintendent of Schools will ensure the attraction, designation, assignment, ongoing development, and retention of principals who demonstrate the professional practice competencies of an effective principal.**
- D. **The Superintendent of Schools will inform the Board annually of all designations of principals to the District and the confirmation of principals in their designation.**

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