

# SUPPORT STAFF

## Background

The District recognizes that support staff employed to work in the District play an integral role in ensuring the success of the District and make invaluable contribution to the District by providing a variety of services to support student learning. The District is dedicated to recruiting, selecting, appointing and retaining exceptional support staff and fostering a positive working environment.

## Procedures

1. Support staff positions are wide and varied and can be generally captured by the following: office administration, student support, technical support, maintenance work, trades work, custodial work, and specialized professional and administrative work requiring applicable education.
2. The working conditions, compensation, benefits, evaluation and posting /filling of positions for unionized support staff are contained within negotiated collective agreements between the Board and applicable bargaining units as well as current legislation. Working conditions, compensation and benefits for non-unionized support staff are outlined in the terms and conditions of employment as outlined by the Employee Support and Supervisory Personnel Association with the employee. The Director of Human Resources is responsible for administration in all matters related to the conditions of support staff employment.

Reference: Sections 17, 18, 20, 22, 23, 65, 85 School Act  
Employment Standards Act  
Human Rights Code  
Labour Relations Code  
Collective Agreements

Adopted: May XX, 2019  
Revised: