

Policy Title	Personnel (General)		
Date of Issue	February 15, 2000	Related Procedure	
Revision Dates	May 16, 2006 February 21, 2012 (rev. Rationale-Strategic Plan); December 19, 2017	Related Forms	
Review Date	December 1, 2022	Originator	Board of Trustees
References			
Bluewater District School Board Non-Union Terms and Conditions			

1.0 RATIONALE

- 1.1 Bluewater District School Board policies will support and provide direction necessary to achieve the board's Vision, Mission and Strategic Plan priorities.
- 1.2 The maintenance of appropriate personnel practices can assist in creating a caring and learning environment within the organization.

2.0 POLICY

- 2.1 **It is the objective of Bluewater District School Board to provide fair and equitable terms and conditions of employment.**

3.0 SYSTEM EXPECTATIONS

- 3.1 This policy objective can be accomplished through defined personnel terms and conditions. The terms and conditions will be reviewed regularly to ensure compatibility and appropriateness with legislation, and consistency with other board employee groups and available financial resources.

4.0 APPLICATION

- 4.1 This policy applies to all non-union administrative staff (e.g., managers, supervisors, executive assistants, etc.) unless the topic is covered in an individual employment contract or Association of Bluewater Administrators' agreement.