

STAFF PERSONNEL



Island Catholic Schools

SUPPORT STAFF : TERMINATION OF EMPLOYMENT 410

Rationale

The Board of Directors recognizes that there are occasions when it is necessary to terminate the employment of a support staff member for just cause. Just cause includes, but is not limited to, actions on the part of the staff member that are contrary to the aims and objectives of the Catholic School.

In addition there are other reasons where it may be necessary to terminate the employment of the support staff.

In keeping with the legal requirements and with the Church's teachings on social justice, it is important that procedures are in place to ensure that individuals are treated fairly and justly and provided with an appeal mechanism.

Policy

The employment of a Support Staff member may be terminated for just cause, or where, as a result of declining enrolment, other operational reasons, or for reasons related to their ability to perform their duties, the services of an individual are no longer required.

Regulation

A. Termination of Employment: Performance Appraisal

1. A permanent employee must be given written notice when performance/behaviour is unsatisfactory.

STAFF PERSONNEL

I Island Catholic Schools

**SUPPORT STAFF : TERMINATION OF
EMPLOYMENT** **410**
