

Friday, January 24th, 2025

Tim Dunford  
Board Chair  
School District 63 (Saanich)

Dear Tim Dunford

**Subject: New Assistant Superintendent Position**

The Saanich Teachers' Association is expressing our profound disappointment in the Board of Education regarding the Board's recent decision to hire a second Assistant Superintendent position to the senior management team.

Though the recruitment process to replace Assistant Superintendent Paul McKenzie followed Policy 18: Recruitment and Selection of Personnel, the addition of the second Assistant Superintendent position did not.

Board Policy 18 says, "1.1 The Superintendent shall make a recommendation to the Board regarding the creation or filling of any senior executive position.... ....Where the Board approves the filling of such a position, the Superintendent shall develop: (1) an ideal candidate profile, (2) an advertisement for the position, and (3) a recommended recruitment plan. The recruitment plan shall include provision for Board and partner group involvement, as appropriate, in the interview and selection process..... ....Upon approval of the plan, the Superintendent shall facilitate the execution of the recruitment process.

It appears that when the board made the decision to create the new position, they also filled the position without the creation of an ideal candidate profile, an advertisement or a recruitment plan. There was no partner group feedback regarding the creation the position or who the successful candidate should be.

The Association is disappointed in the lack of transparency and consultation that the Board of Education offered in the creation and filling of the new Assistant Superintendent position. During last year's budgeting process, the Association advocated for increases in "school based staff to support students' learning and mental health." To date, we have only seen increases to district management that will have little or no effect in supporting the significant and immediate needs of our most vulnerable students.

The Association expects that the Board of Education will follow its own policies when it is adding new positions to management.

Sincerely,

A handwritten signature in black ink, appearing to read 'Don Peterson', with a stylized flourish at the end.

Don Peterson  
President

CC: Saanich Teachers' Association Executive Committee  
Saanich Teachers' Association February Special General Meeting  
CUPE441  
COPACS