



The Limestone District School Board is committed to providing career development opportunities for staff and therefore encourages the mobility of all academic staff as a means of professional growth and personal rejuvenation. Providing career development opportunities supports the Board's goal of attracting, developing, and retaining high quality staff. Although it is strongly suggested that a teacher pursues alternate experience at a new site every five to seven years, each teacher is responsible for assessing their own growth and development needs.

This procedure applies in conjunction with the respective teacher collective agreements.

1. Exchanges

- 1.1. Exchanges may be initiated through individual teachers in contact with the "Exchange Brokers" in each panel and through contact with the Ministry of Education.
- 1.2. Exchanges are possible on a long or short-term basis, and the process to obtain an exchange is confidential.

2. Secondments

- 2.1. Secondments to the Ministry of Education, Faculties of Education, other boards, other provinces, and countries provide a further opportunity for mobility.

3. Administrator Transfers

- 3.1. The Director may deem it appropriate to meet individual needs or to meet the needs of the system through transfers by the Superintendent of Human Resources in consultation with the appropriate principals and federation representatives.



3.2. These transfers may occur as needed.

Legal References:

Education Act S. 265 Duties of Principal: Co-operation of Effort

S 283 (2) Chief Executive Officer: Duty to Maintain an Effective System

Regulation Made Under the Teaching Profession Act S. 15 Duties of a Member