

CHAPTER 6.0: PERSONNEL POLICY

6.10 PERSONNEL

The policies in this section will apply to all school employees unless host country law supersedes Board policy in the case of host country nationals. The contracts issued to school personnel will reflect these policies. Categories of staff are defined as: Foreign Teachers Recruited Overseas (FTRO), Foreign Teachers Recruited Locally (FTRL), Local Teachers (LT), Teaching Assistants (TAs), Administrative Support Staff (AS), Support Staff (ST) and General Management (GM). Definitions follow:

- 1) **FTRO**; A Foreign Teacher Recruited Overseas employee is defined as an employee who is recruited from abroad specifically to work at the school and is not a citizen of Uzbekistan. Sub-definitions:
 - a) A spouse of a FTRO is defined as their legally married partner.
 - b) A dependent of a FTRO employee is defined as the employee's natural, legally adopted and/or stepchildren who permanently reside with the employee. To qualify as a dependent a child must be 17 years of age or less. Older children may be treated as dependents only until they have completed grade 12.
- 2) **FTRL**; A Foreign Teacher Recruited Locally employee is defined as an employee who is recruited from within Uzbekistan specifically to work at the school and is not a citizen of Uzbekistan:
 - a) Employment shall be conditional upon the issuance and maintenance of a valid visa. This shall be the responsibility of the FTRL.
- 3) **LT**; A Local Teacher employee is defined as an employee who is recruited from within Uzbekistan specifically to work at the school and is a citizen or permanent resident of Uzbekistan.
- 4) **TA**; A Teaching Assistant employee is recruited locally and may be a citizen or permanent resident of Uzbekistan, or an expatriate.
- 5) **AS**; An Administrative Support Staff employee is recruited locally and may be a citizen or permanent resident of Uzbekistan, or an expatriate.
- 6) **SP**; A Support Staff employee is recruited locally and may be a citizen or permanent resident of Uzbekistan, or an expatriate.
- 7) **GM**; A General Management employee may be recruited internationally or locally and may be a citizen or permanent resident of Uzbekistan, or an expatriate. If the GM is recruited internationally, the FTRO definitions and sub-definitions will apply.

6.11 TEACHER QUALIFICATIONS

Preference shall be given to teachers with at least a B.A., B.Ed, or B.Sc. degree with teacher certification from an accredited U.S. academic institution or its equivalent, and a minimum of two years International Baccalaureate teaching experience.