



September 13, 2024

Know Your Contract: Fiduciary Responsibility

One commonality in all employment agreements for Principals and Vice-Principals is a clause indicating the administrator's responsibility of fiduciary responsibility. While the wording might be slightly different in each agreement/contract, the overall concept is the same across the province for all school and district leaders. This is a crucial clause to understand and follow.

As a Principal or Vice-Principal, members have a fiduciary relationship with your employer (your district). This is an important factor to remember in your employment, and is often a shift for newer members who have recently transitioned into administration. Below are some high-level reminders about the expectations that come with fiduciary responsibilities:

- Place employer interests first
- Co-operate with the employer and follow reasonable and lawful orders and directions
- Speak and act on behalf of the employer
- Exercise care, due diligence and skill that a reasonably prudent person would
- Unconditionally demonstrate honesty and integrity towards the employer
- Ensure confidentiality and security of employee documents
- Comply with all statutory requirements and general legal principles pertaining to duties and responsibilities

It is important to remember fiduciary responsibility at all times – both when at work and when off-duty. A breach of fiduciary responsibility can be grounds for disciplinary action. The Member Support Services team is available to members for any supports needed in this area.

Any questions or concerns related to fiduciary responsibilities can be directed to the MSS team at mssinfo@bcpvpa.bc.ca