

Number: IV 001
Subject: General Executive Limitation

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Policy Statement:

The CEO shall not cause or allow any practice, activity, decision or circumstance in the organization that is unlawful, imprudent, unethical, or contrary to the teachings and traditions of the Catholic Church.

Treatment of the Public:

With respect to interactions with the public, the CEO shall not cause or allow conditions, procedures, actions, or decisions that are undignified, unprofessional, or contrary to the preservation and promotion of Catholic values and teachings and to a positive image of the Board.

Treatment of Students:

In addition to all of the policy direction that applies to the public, with respect to interactions with students, the CEO shall not cause or allow conditions, procedures, actions, or decisions that are unsafe, or unhealthy.

Treatment of Staff:

In addition to all of the policy direction that applies to the public, with respect to treatment of paid and volunteer staff, the CEO shall not cause or allow conditions, procedures, actions, or decisions that are unclear, unsafe, or unhealthy.

Hiring and Promotions:

The CEO shall not cause or allow hiring/promotions to occur without procedures in place to recruit, hire and promote the best possible candidates.

Employee Compensation:

With respect to employment compensation and support to employees, the CEO shall not cause or allow jeopardy to fiscal integrity or public image.

Financial Planning/Budgeting:

Financial planning for any fiscal year or the remaining part of any fiscal year shall not deviate materially from board's Ends priorities, risk fiscal jeopardy, violate the Education Act or Ministry of Education guidelines, or fail to be derived from a multi-year plan.

Financial Activities and Conditions:

With respect to the actual, ongoing financial condition of the organization, the CEO shall not cause or allow the development of fiscal jeopardy or a material deviation of actual expenditures from board priorities established in the approved budget.

Asset Protection:

The CEO shall not allow assets to be unprotected, inadequately maintained nor unnecessarily risked.

Facilities/Accommodations:

The CEO shall not permit the establishment of facilities that a) that lack physical signs of our Catholic faith and allowance for sacred space, (b) limit students from fully experiencing the curriculum and (c) do not have relationship with the community.

Emergency CEO Replacement:

In order to protect the board from sudden loss of CEO services, the CEO may not have fewer than two other designees familiar with board and CEO issues and processes.

Communication and Support to the Board:

The CEO shall not permit the board to be uninformed or unsupported in its work.

Leadership

The CEO shall not cause or allow leadership at the top levels of the organization that is unskilled, unethical, and uninspiring.