

Number: IV 005  
Subject: Hiring and Promotions

Approval Date: April 28, 2008  
Effective Date: April 28, 2008  
Revised: March 30, 2009; April 26, 2010

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Policy Statement:

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

Further, without limiting the scope of the foregoing, the CEO will not:

1. Fail to make applicants aware of the board's Hiring/Promotion policy.
2. Hire anyone who is not willing to support the values of Catholic education in the performance of their duties.
3. A) Hire teachers who have not completed a Pastoral Declaration Form and who do not have Religious Education Part 1, an equivalent, or a commitment to undertake the course within two years.  
B) Hire Early Childhood Educators who have not completed a Pastoral Declaration Form.
4. Hire or promote ineligible and/or unqualified individuals.
5. Promote to an academic position of responsibility including that of Principal, Vice- Principal, Program Head or Consultant of Religious Education/Family Life Education without a Pastoral Declaration from a Catholic priest and their commitment to mandatory participation in ongoing leadership and faith formation programs of the school system.
6. Hire/appoint Chaplains without use of the Chaplaincy guidelines issued by the Ontario Conference of Catholic Bishops.
7. Provide for the hiring/promotion of a supervisory officer without Board approval to proceed and trustee representation on the selection team.