



Number: IV 005
Subject: Hiring and Promotions

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Effective Date: April 28, 2008

Revised: March 30, 2009; April 26, 2010; December 12, 2016, October 29, 2018

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 and to be fully compliant with all related legislation.

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

1. Hire anyone who is not willing to support the values of Catholic education in the performance of their duties.
2.
 - 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.
3. Promote to an academic position of responsibility including that of Principal, Vice- Principal, Program Head of Religious Education 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.
4. Hire/appoint Chaplains without use of the Chaplaincy guidelines issued by the Ontario Conference of Catholic Bishops.
5. Provide for the hiring/promotion of a supervisory officer without Board approval to proceed and without consultation with the Board of Trustees as to their possible representation on the selection team.