

NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD

EMPLOYMENT OF CATHOLIC TEACHERS AND RELIGIOUS EDUCATION QUALIFICATIONS FOR ACADEMIC STAFF

PT 10.0
NPS 24-99

POLICY:

IT SHALL BE THE POLICY OF THE NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD to require all teachers coming into its employ, all academic staff seeking appointments to positions of added responsibility, and all present teaching staff to complete approved Religious Education courses for the following reasons:

1. The NIPISSING-PARRY SOUND CATHOLIC DISTRICT SCHOOL BOARD claims its Rights under the British North America Act and the Constitution of Canada to provide Catholic Education for the pupils under its jurisdiction. It recognizes that the sole reason for such Constitutional rights, and for the existence of separate schools, is to provide for the education of Catholic children in the Catholic faith and heritage.
2. The Board realizes that a Catholic education involves not only the intellectual, physical and social domains, but also the spiritual. The school system is responsible for imparting the Spirit of Christianity through its programs.
3. The Board accepts that, as proclaimed in the Papal documents Catechisi Tradendae (on Catechesis in Our Time) and Lay Catholics in Schools: Witnesses to Faith, our teachers are the human instruments by which that spiritual education is provided in our schools to our pupils. Our teachers must be capable and willing to promote, by personal example, the Christian virtues of the Gospel. The Board also knows that the teaching of the Catholic religion requires not only practice of the faith, but also a deeper than average knowledge, and ongoing study.

The following regulations shall apply under this policy:

POLICY REGULATIONS:

1. Candidates must declare, either on the application form and/or during the interview, whether they are practicing members of the Roman Catholic Church and provide a written reference from their priest.
2. Those responsible for interviewing teacher applicants and recommending candidates to the Board will assure themselves, as far as possible, that the candidates' principles and behaviour conform to the teachings and practices of the Church.
3. All teachers entering the employ of the Board must either have recorded on their Ontario Teacher Qualification Record Card at least Part 1 of the Ministry of Education and Training designated course in Religious Education.

OR

Replaces former Section C5

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Be able to provide a letter from the OECTA/OCSTA Coordinator of Religious Education granting an equivalency to Part 1 of the Ministry of Education and Training designated course in Religious Education.

OR

Agree that they will complete Part 1 of the Ministry of Education and Training designated course in Religious Education before entering employment with the Board. Should Part 1 of the Ministry of Education and Training course not be available at that time, then the teacher must agree to complete the course as soon as it is available locally.

4. When those interviewing are unable to recommend a Catholic teacher for employment, they will request approval from the Board to hire a non-Catholic.
5. Only those Faculty of Education students taking the Religious Education option will be accepted for practice teaching.

POLICY REGULATIONS:

6. All teaching staff applying for Principalship or Supervisory Officer appointment with the Board must either have entered on their Ontario Teacher Qualification Record Card at least Part 11 of the Ministry of Education and Training designated course in Religious Education.

OR

Be able to provide a letter from the OECTA/OCSTA Coordinator of Religious Education granting an equivalency to Part 11 of the Ministry of Education and Training designated course in Religious Education.

OR

Agree that they will complete Part 11 of the Ministry of Education and Training designated course in Religious Education before assuming the position of added responsibility.

7. All other teaching staff hired after September 1, 1987, shall complete at least Part 1 of the Ministry of Education and Training designated course in Religious Education, or its equivalent as certified by the OECTA/OCSTA Coordinator of Religious Education.

Teachers hired under procedure 3(b) or designated staff transferred under the Bill 30 staffing agreement are exempted from Administrative Regulation 7, but are encouraged to take the courses.

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8. If, in the opinion of the Board, a teacher's behaviour is contrary to the teachings of the Church, or if a teacher's personal remarks denote a clear refusal of Catholic principles and practices, the teacher's contract will be terminated.

ADMINISTRATIVE PROCEDURES:

1. Applications are received.
2. Candidates are interviewed.
3. Recommendations for employment are made to the Board under two headings:
 - a) hiring of Catholics;
 - b) hiring of non-Catholics