

Administrative Procedure 401 HIRING TEACHERS

Teachers hired to ECACS must be skilled in their teaching, dedicated to serving students and committed to Catholic education.

Procedures

1. Teachers are required to:
 - 1.1 Live a lifestyle, both in and out of school, in harmony with Catholic practices and beliefs;
 - 1.2 Agree to teach a fully permeated Catholic faith;
 - 1.3 Undertake periodic professional development related to Catholicity to support the spiritual development of students; and
 - 1.4 Possess specific work related training and experience.
2. Preference for all positions will be given to practicing Catholics provided that qualifications are of equal merit. Non-Catholic personnel are ineligible for school administration, or other division leadership positions, unless there are special circumstances.
3. Any invention, resource and other intellectual property (IP) that an employee develops as part of employment with the Board or with ECACS property belongs to East Central Alberta Catholic Schools.
4. Administration will conduct reference checks, make arrangements with the hiring committee to interview candidates and collaborate with the Superintendent who will make the final decision and offer the contract.
 - 4.1 Teacher contracts with all Catholic school boards in Alberta shall include the Catholicity clauses agreed to on July 17, 2009 by the Alberta Teachers Association, Alberta Catholic School Trustees Association and Grand Prairie Catholic School Division.