



POLICY:	H: 03
EFFECTIVE:	08/25/1998
AMENDED:	January 12, 2010
RELATED POLICIES:	
REPEALS:	
REVIEW DATE:	2013-2014

1.0 Objective

1.1 The Windsor-Essex Catholic District School Board shall strive to hire applicants for teaching positions who are practicing Catholics and who hold the highest professional qualifications and abilities in order to maintain and enhance the quality of Catholic education in its schools.

2.0 Guiding Principles

- 2.1 In achieving its mission of providing its students with a quality Catholic education rooted in gospel teaching, the Board is committed to hiring excellent academic staff who exemplify the principles of Catholic faith and who are dedicated to Catholic education.
- 2.2 The Board recognizes that its staff is its most important resource. The Board believes that the quality of the staff is a major component of an effective productive system and shall make every effort to attract and retain the best qualified personnel.
- 2.3 The Board believes in equal employment opportunities subject to its denominational rights and shall hire teachers in accordance with the Ontario Human Rights Code.

3.0 Specific Directives

3.1 The Director of Education is authorized to establish procedures for the hiring of Catholic teachers that comply with the objective and principles set out within this policy.

4.0 Responsibility for Implementation

4.1 The Director of Education and the Superintendent of Human Resources shall be responsible for the implementation of this policy.

5.0 Review and Evaluation

5.1 The policy shall be reviewed during the 2013-2014 policy review cycle.

6.0 References

Constitution Act, 1982
Ontario Human Rights Code
Education Act

Related Board Policies:

H: 04 Criminal Reference Check

H: 05 Hiring Procedures – Administrative and Support Staff

H: 07 Selection Process – Principals and Vice-Principals