



Teacher Hiring Practices

Date: 2021 03 30

Policy Statement

The St. Clair Catholic District School Board believes in fair, consistent, and transparent teacher hiring processes.

All teacher hiring decisions shall be made in accordance: the *Ontario Human Rights Code*; school board collective agreements, both central and local; the *Education Act* and all applicable regulations thereunder, including, but not limited to, Ontario Regulation 298: Operation of Schools. Hiring decisions will be in accordance with the denominational rights conferred upon it under Section 93 of the British North America Act and guaranteed under Section 29 of the Canadian Constitution. This Policy and Procedure may be reviewed and revised in response to changes to any relevant legislation or collective agreements.

Policy Goals

1. Create a well-prepared, qualified, and diverse workforce in the education sector.
2. Establish fair, consistent, and transparent teacher hiring processes.
3. Remove barriers for Indigenous peoples and equity-seeking groups at each stage of the hiring process.
4. Confirm the Board's commitment to equal opportunity employment and acknowledge the inherent dignity and worth of every person and the right to employment without discrimination.