

<p>Personnel and Employee Relations 7231</p> <hr/> <p>Personnel Employment: First Nations, Métis & Inuit People</p>	Administrative Application	
	Last Reviewed /Approved on:	June 18, 2019
	References:	The Education Act, 1995, Sec 198 The Teacher Certification and Classification Regulations, 1983 The Education Equity Report 1986-87 Vatican II Declaration on Christian Education Policy 2 - Role of the Director
	Status:	Operational

Preamble

The Regina Catholic School Division (RCSD) is an equal opportunity employer. With our community at large and our schools, we seek to hire staff of First Nations, Métis & Inuit descent. All candidates must meet the requirements of the Regina Catholic School Division.

Application

1. The Senior Leadership Team (SLT) and designated Catholic Education Centre staff articulate specific staff requirements.
2. An annual recruitment program will be conducted at institutions such as First Nations University of Canada, Gabriel Dumont Institute, SUNTEP Saskatchewan Indian Institute of Technologies and Saskatchewan Urban Native Teachers Education Program. This program should provide information on:
 - a. Catholic education,
 - b. School division goals and initiatives in First Nations, Métis & Inuit education,
 - c. Requirements and qualifications for school division staff, and
 - d. The interviewing and hiring process.
3. **Employment Application Process**
The employment process follows these tracks:
 - a. Candidate makes application directly to the school division. The applicant can self-declare as First Nations, Métis & Inuit.
 - b. The applicant seeks a priest reference (in some cases elder references are accepted):
 - i. The pastor or parish administrator will focus on the applicant's:
 - (1) Cultural background as it relates to the applicant's spiritual life,
 - (2) Journey of faith, and

- (3) Commitment to the aims and objectives of Catholic education.
- ii. At the time of the interview, the teaching candidate must agree to one (1) of the following:
 - (1) The completion of two (2) Religious Education classes required for all teachers to teach within the Regina Catholic School Division, within a reasonable period.
 - (2) Involvement in The Rite of Christian Initiation of Adults or R.C.I.A. program.

4. The Interview Process

- a. The Superintendent of Human Resource Services shall collaborate with the Superintendent of Education Services and the First Nations, Métis & Inuit Coordinator.