



Regina Roman Catholic Separate School Division # 81

Personnel and Employee Relations 7231 Personnel Employment: First Nations, Métis & Inuit People	Administrative Application	
	Effective:	May 16, 2017
	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 ER-2 Treatment of Staff and Volunteers
	Status:	Operational

Preamble

The Regina Catholic School Division 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. Senior administration 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, 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 or at the University of Regina. The applicant self-declare as First Nations, Métis & Inuit.
 - b. The applicant seeks a priest reference:
 - 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



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(3) Commitment to the aims and objectives of Catholic education.

ii. At the time of the interview, the teaching candidate must agree to one of the following:

(1) The completion of two Religious Education classes required for all teachers to teach within the Regina Catholic School Division, within a reasonable period.

(2) Involvement in the 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.