

PERSONNEL**SELECTION OF PROFESSIONAL PARISH EMPLOYEES FOR MERGERS, CONSOLIDATIONS OF RELIGIOUS EDUCATION PROGRAMS OR FOR SUPPRESSIONS AND ESTABLISHMENTS OF NEW PARISHES**

The following provisions are established, in order of priority, as the objective criteria to be applied for the selection of professional parish employees whenever two or more parishes merge or consolidate their religious education programs or wherever two or more parishes are suppressed and a new parish is established.

1. Seniority in the Diocese of Harrisburg shall be the initial, but not the only selection criterion.
 2. Effectiveness
 3. Undergraduate and Post-Graduate Credits
 - a. Ph.D. in Religious Studies (or equivalent)
 - b. M.A. in Religious Studies (or equivalent)
 - c. Masters degree (graduate degree)
 - d. B.A. in Religious Studies (or equivalent)
 - e. Undergraduate degree
 - f. College credits beyond certification requirements
- Ongoing Professional Development Hours
- a. Seminars
 - b. Workshops
 - c. Institutes
4. Diocesan Catechist Certification or Appropriate Certification
 - a. Ongoing Catechist
 - b. Experienced Catechist
 - c. Basic Catechist

Religious and lay will be bound by the established criteria as set forth in this policy. No lay catechetical leader shall lose a position in order to hire a religious not included under the original contract.

The Department of Religious Education will circulate to all parishes a special listing of the names, years of experience and educational background of all C/DRE's who have not been hired at the time of the merging or consolidating. The names of the C/DRE's shall also be maintained on a seniority list of the merged or consolidated parish program. Should the C/DRE position open in the parish, the person(s), on the list who are qualified according to the established criteria, shall be entitled to an interview for the position. This may not be construed, however, as a guaranteed selection for the position.

Definitions for Clarification

1. **Merger** - an additional parish joins an already existing religious education program. This additional parish is absorbed by the other/s and the already existing constitution and bylaws govern the merger. The new “partner” is entitled to all the same privileges and subject to all like responsibilities incumbent upon the other parish(es) involved in the merger. Nothing changes in the administration of the religious education program.
2. **Consolidation** - two or more parishes join together to form a new religious education program with a new constitution and bylaws to govern the religious education program.
3. **Suppression and Establishment** - two or more parishes are suppressed and a new parish is established.
4. **Seniority** - Contractual employment by years.

NOTE: When two or more C/DRE’s have been hired in the same year, seniority will be determined by the date on which the C/DRE signed his/her contract.
5. **Effectiveness** - exemplary professional performance not limited to formal situations but including: a willingness to participate actively in creating a faith community; a dedication to the profession so evidenced by a commitment to students outside of the classroom setting; a spirit of cooperation with colleagues and administration.
6. **Appropriate Certification** - that which is designated by the Diocese of Harrisburg or approved by the Diocesan Director of Religious Education from another diocese.