

PERSONNELPROFESSIONAL EMPLOYEE CONSTRUCTION

The Pastor of a single parish school or the Board of Education in an interparochial elementary or secondary school, in consultation with the school administration, will determine the number of professional employee positions needed for any elementary or secondary school. If it becomes necessary to constrict professional employees, those retained for the positions will be determined according to the following six criteria in the prioritized order:

Elementary (Pre-K/8) -

1. Seniority* in the particular elementary school shall be the initial, but not the only, retention criterion.
2. Effectiveness**
3. Diocesan Elementary Religion Certification
 - a. Ongoing Catechist
 - b. Experienced Catechist
 - c. Basic Catechist
4. Appropriate Professional Personnel Certification***
 - a. Pennsylvania Level II/Out-of-State Equivalent
 - b. Pennsylvania Level I/Out-of-State Equivalent
5. Post-Graduate Credits
 - a. Master's degree
 - b. Master's equivalency
 - c. College courses and/or IU credits beyond certification requirements
6. Ongoing Professional Development Hours
 - a. Seminars
 - b. Workshops
 - c. Institutes

Secondary (7-12) -

1. Seniority* in the particular secondary school shall be the initial, but not the only, retention criterion.
2. Effectiveness**
3. Seniority within the specific academic department in which a teacher

currently teaches.

1. NOTE: Where a secondary teacher to be constricted in one department has more seniority than a teacher in another department and has a Pennsylvania Level II certification in that area, s/he may displace a less senior teacher provided s/he has had at least five (5) years of teaching effectiveness in that department area within the past ten (10) years.

4. Appropriate Professional Personnel Certification
 - a. Pennsylvania Level II/Out-of-State Equivalent
 - b. Pennsylvania Level I/Out-of-State Equivalent

5. Post-Graduate Credits
 - a. Master's degree
 - b. Master's equivalency
 - c. College courses and/or IU credits beyond certification requirements

6. Ongoing Professional Development Hours
 - a. Seminars
 - b. Workshops
 - c. Institutes

Definitions for Clarification

1. Seniority* -full-time professional employment by years, for a minimum of 120 days of a given school year.

NOTE: When two or more teachers have been hired in the same year, seniority will be determined by the date on which the teacher signed his/her contract.

2. 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.

NOTE: The Principal must have written evidence of effectiveness or ineffectiveness to apply this criterion.

3. Appropriate Certification*** - that which is designated by Pennsylvania or approved out-of-state equivalent professional certification in a given level and/or content area.