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## ARTICLE XVIII: RELIGIOUS CERTIFICATIONS

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1. By their witness and behavior, teachers are of the first importance to impart a distinctive character to Catholic schools. it is, therefore, indispensable to ensure their continuing formation through some form of suitable provision. But let teachers realize that to the greatest extent THEY determine whether the Catholic school can bring its goals and undertakings to fruition. They should be trained with particular care so that they may be enriched with both secular and religious knowledge, appropriately certified, and may be equipped with an educational skill which reflects modern-day findings.
  - a. As a minimum, teachers should meet the requirements of a foundation background in:
    1. Sacred Scripture
    2. Fundamental Teachings of the Church
    3. Sacraments
    4. Spiritual-Moral Life
    5. Catholic Education: History and Philosophy
    6. Ministry of Catholic School Teaching

This represents a total of eighteen (18) credits.

2. Teachers who have successfully completed the Veteran Teachers Program, or granted exemption from same, shall have satisfied the requirements of 1a, above.
3. The School shall assume responsibility for the costs of tuition and the costs of textbooks required for the courses for any teacher who enrolls in the courses, whether through in-service or REI evening program, which satisfy any of the minimum requirements provided they have not been previously satisfied.
4. A teacher hired during or later than the 1986-87 school year shall actively pursue those means by which satisfaction of requirements in

Section 1a are achieved. Implementation of the policy to assure the certification of newly hired teachers shall be to matriculate in the REI program and not through the Regional In-Service Certification Program. All newly hired teachers shall be informed of this policy at the time of their initial interview and at their time of hiring. The following will be the required time frame for fulfillment of this obligation:

- a. REQUIREMENTS: For those meeting none or just one - TIME REFERENCE - Within a period not to exceed six (6) years.
- b. REQUIREMENTS: For those meeting two or three - TIME REFERENCE - Within a period not exceed three (3) years.
- c. REQUIREMENTS: For those meeting four or five - TIME REFERENCE - Within a period not exceed two (2) years.