

DIOCESE OF DES MOINES
Catholic Schools Policies/Regulations

STAFF PERSONNEL

Staff Employment

It shall be the policy of the Diocese of Des Moines Catholic Schools Board that all schools follow the Diocesan Schools Office procedures and legal requirements when selecting staff members.

There are various federal and state laws affecting the selection and employment of personnel. All involved must be aware of the various mandates and prohibitions prior to beginning the selection process. Iowa law requires that all applicants no matter their age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status or familial status must be considered for any position for which they meet the requirements of the position.

Nothing in this policy shall be construed to impair the schools' ability to educate and administer consistent with the mission of the Catholic Church. Nothing in this policy is intended to condone behavior or lifestyles that are inconsistent with Catholic teachings.

The Diocesan Superintendent of Schools shall be involved with a committee of the pastor (canonical administrator) and local board of education/school board members in the selection process for School Presidents and Principals. If the local board of education/school board so chooses, it may include others members of the school and parish community in the process.

Principals have the responsibility of hiring teachers and staff members; however, the principals are encouraged to include others in the selection process.

Policy Adopted: March 23, 2009

Policy Revised: March 25, 2013

Policy Reviewed: January 21, 2019