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	Staffing Policy	2022	1	Page 1 of 1	WMCHS-0013
		Review Date:			Approved By:
2027	Board of Directors				

Our mission at Western Michigan Christian (WMC) is to educate with excellence, integrate faith with knowledge, equip students to work and serve Christ in their communities. As such we seek employees who will promote and carry out this mission. As a school, we value excellent Christian staff who will help equip our students.

We will seek staff members who:

1. Are practicing Christians.
2. Have a commitment to work with young people.
3. Are highly skilled in their field.
4. Are passionate about Christian education.

As such we have the following expectations of our employees:

1. All staff members will be members of a Bible-believing church and will agree to the school's statement of faith.
2. All staff members will lead an exemplary Christian life.
3. Full-time employees will send their school aged children to a Christian school.
4. Teaching and professional staff will maintain a professional teaching certificate for subject area.
5. All professional staff will continue education through study and seminars as outlined in the professional development policy.
6. Contracted Teachers and Administrators will comply with the terms of their contract.
7. All staff will comply with requirements of the staff handbook

Minimum Qualifications:

1. Teacher shall have a baccalaureate degree.
2. The teacher shall be certificated by the State of Michigan.
3. The teacher shall teach only in the subject areas which appear on his or her State of Michigan teaching certificate. This may be waived in certain teaching assignments by the principal.
4. The teacher must be a member of a church whose teaching is in agreement with the three doctrinal standards of the Reformed Church.
5. The teacher must be spiritually sound in his or her teaching.
6. The teacher must lead an exemplary Christian life.

In keeping with its equal employment opportunity legal requirements, WMC will not discriminate against any person in employment because of legally protected classifications such as race, color, national origin or sex. WMC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, gender, national origin, age, disability, or other legally protected classifications under applicable federal, state and local legal protections. This policy applies to all terminations and conditions of employment, including hiring, placement, promotions, terminations, layoffs, leaves of absences, compensation and training. Please note that WMC is legally allowed to make religion-based decisions in its employment practices in order to fulfill its religious mission. All employee positions are critical to fulfillment of this mission. Consequently, WMC expects all employees to live out the Biblical standards as set forth in the Employee Handbook and otherwise as interpreted by the WMC leadership. Among other things, this means that WMC may take employment-related action against an employee based on his or her noncompliance with the religious beliefs, policies, and practices of WMC, including employment termination. In addition, WMC may refuse to hire applicants based on their religious beliefs and practices. Any decisions made by WMC regarding application of its religious standards for all employees shall be final and not subject to any court or other government tribunal review, based on WMC's legally protected religious freedoms