

## AGREEMENT BETWEEN

### THE BOARD OF TRUSTEES OF ELK ISLAND PUBLIC SCHOOLS REGIONAL DIVISION NO. 14 ("EIPS")

- and -

### CHRISTIAN EDUCATION ASSOCIATION OF ALBERTA (the "Society")

#### WHEREAS:

1. The Fort Saskatchewan Alliance Church was established as a local church of the Western District of the Canadian and Missionary Alliance Churches in 1974 as a Christian church ministering to the spiritual and social needs of the people of Fort Saskatchewan within Strathcona County, Alberta;
2. In 1978 the Fort Saskatchewan Alliance Church took the initiative of establishing the Fort Saskatchewan Christian School ("FSCS"). The Society was incorporated in conjunction with the founding of FSCS and established to govern FSCS's operations;
3. FSCS functioned and grew as a private school communicating Christian values and the Christian faith to students over the period to and including 2000;
4. As of April 20, 2000 the Society entered into a Letter of Understanding (the "Prior Agreement") pursuant to which FSCS entered the Alberta Public School System as an Alternative Program School and the Society and EIPS have cooperated in providing a Christian alternative program in accordance with the School Act since the Prior Agreement came into force and effect (the "Program");
5. The Society recognizes the commitment of EIPS in providing a system of public education that offers a wide range of educational opportunities for all students with the involvement of parents and the community; and
6. EIPS recognizes the commitment of the Society in having cooperated with EIPS in providing a Christian alternative program called the Fort Saskatchewan Christian School ("FSCS") in accordance with the *School Act* and the provisions of an agreement (the "Prior Agreement") entered into between the parties on April 20, 2000; and
7. EIPS and the Society wish to terminate the Prior Agreement and enter into this agreement ("Agreement") to set forth the framework for the operation of FSCS going forward.

**NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:**

**1. Continuation of the FSCS**

1.1 EIPS shall continue the operation of FSCS in accordance with and subject to this Agreement, and all EIPS policies, administrative procedures and rules as established by EIPS from time to time.

**2. Admission of Students to the FSCS**

2.1 Admission of students to FSCS will be consistent with EIPS regulations on student accommodation, and accessible to all resident students of EIPS.

2.2 In accordance with the *School Act*, students who are not resident of EIPS may be enrolled in EIPS schools and programs, including FSCS, if there are sufficient resources and facilities to accommodate them. If FSCS is over-subscribed, current students of FSCS and their siblings will have first priority, with remaining places being filled in accordance with regular EIPS policies and processes.

2.3 Registration and admission shall be conducted solely by EIPS. Personal information relating to parents, guardians and students will be disclosed to the Society only to the extent, if any, consented to in writing by a parent or guardian.

2.4 No child shall be refused enrolment in FSCS as a result of parental inability or refusal to pay the fees referenced in section 8.2.1.

**3. Parental Commitment**

3.1 It is not an admission requirement that students of FSCS or their families be of the Christian faith, but parents shall sign a commitment form (Schedule "H") indicating their support for the Vision Statement attached as Schedules "A, B, C and D" (the "Vision Statement"), and for the principle of students being educated in accordance with it.

**4. General Provisions Relating to the Assignment of Staff to FSCS**

**4.1 Staff Support of Program**

4.1.1 All current and future staff shall be EIPS employees and must be supportive of the Vision Statement in order to be assigned to FSCS. An indication of this support will be a prerequisite for being considered for such assignment.

**4.2 Appointment of Principal**

4.2.1 When the appointment of a new principal is necessary, EIPS and the Society will follow the process set out in Schedule "F".

## **5. Appointment of Staff**

### **5.1 Appointment of Teaching Staff**

5.1.1 The principal is responsible for staffing FSCS. The principal may involve the Society in the process of selecting teaching staff to fill vacancies at FSCS, as set out in Schedule "F".

### **5.2 Appointment of Non-Teaching Staff**

5.2.1 EIPS will ensure that only non-teaching staff who agree to respect the Vision Statement will be assigned to FSCS.

## **6. School Council**

### **6.1 Election**

6.1.1 Parents may elect a school council for FSCS from the parents/guardians of current students.

## **7. Program Quality**

### **7.1 Recognition**

7.1.1 The important and legitimate role of the Society as detailed in Schedule "E" in helping ensure that program integrity and intent of the program are maintained is recognized by EIPS.

7.1.2 The parties recognize that the needs of students in the Program may change over time. EIPS acknowledges that the Society has a unique perspective and hence an important role in proposing additions and changes to the Program, which EIPS will consider in making decisions about the Program. For illustrative purposes, such additions or changes would include but not be limited to extra-curricular classes or lectures on Christian topics, chaplain services, music lessons and sports activities. Where appropriate, Society staff shall be involved in the implementation of any additions to the Program with reasonable access to the premises of the FSCS.

### **7.2 Amendment**

7.2.1 Neither party has the unilateral ability to change the Vision Statement. Change requires mutual consent between EIPS and the Society.

### **7.3 Monitoring**

7.3.1 EIPS and the Society will each designate one or more persons to sit on a committee ("Monitoring Committee") with a mandate of developing a program monitoring plan so both can be assured that FSCS is meeting its Christian mandate. Within one year of

the signing of the Agreement, the Monitoring Committee will submit a written document to EIPS and the Society outlining its suggestions for the content and procedures of the monitoring plan. In the interim, EIPS and the Society agree that the principals and Society representatives will meet at least once monthly. The Monitoring Committee will be disbanded on the one-year anniversary of its establishment.

7.4 Student Participation in and Cooperation with FSCS Culture and Spirit

7.4.1 While student behaviour generally must be dealt with by EIPS in accordance with the *School Act* and EIPS policies and rules, it is acknowledged that an important component of the quality of FSCS is the willingness of students to sincerely participate in and cooperate with the culture and spirit of FSCS. To that end, EIPS and the Society will develop criteria for dealing with breaches of this expectation, under which reformation shall be paramount.

7.5 Alternative Calendar

7.5.1 FSCS shall have a unique calendar to provide for the purpose of fostering staff professional development.

**8. Funding**

8.1 Allocation

8.1.1 Funds will be allocated to FSCS on the same basis as for other EIPS schools and programs.

8.2 Society Fees

8.2.1 The Society shall determine what fees it will charge parents to cover its costs for the extra components it provides to FSCS and for the benefit of the parents and students of FSCS.

8.3 EIPS Fees

8.3.1 The principal shall determine what fees EIPS will charge parents in relation to their child's enrolment in FSCS.

8.4 Society Fundraising

8.4.1 The Society in its discretion may fundraise for FSCS. Reasons for fundraising include but are not limited to facilities improvements, mission trips, staff professional development and the like.

**9. Transportation**

9.1 EIPS Responsibility

9.1.1 EIPS will provide transportation for students in accordance with Division transportation guidelines.

**10. Term, Termination, and Amendment**

10.1 Effective Date

10.1.1 This Agreement shall be effective from the date hereof (the "Effective Date").

10.2 Term

This Agreement shall be for a term (the "Term") commencing on the Effective date and ending on August 31, 2025, subject to earlier termination in accordance with the provisions of this Agreement.

10.3 Termination by Mutual Consent

10.3.1 This Agreement may be terminated at any time by mutual consent.

10.4 Termination on Notice

10.4.1 Either party may terminate this Agreement upon written notice, provided that:  
(a) such notice is given to the other party on or before September 1 of a school year to be effective on the following June 30; and  
(b) the parties have first utilized the processes outlined in section 11.7.1.

10.5 Amendment

10.5.1 This Agreement may be amended at any time by mutual consent.

**11. General**

11.1 Notices

11.1.1 Any notices to be given hereunder shall be in writing to the other party and shall be delivered personally or by prepaid registered mail, email or facsimile and in any case it shall be deemed to be given only when received. The address of the parties hereto shall respectively be:

11.1.1.1 To EIPS to the attention of:  
Mark Liguori, Superintendent  
683 Wye Road  
Sherwood Park, AB T8B 1N2

11.1.1.2 To the Society to the attention of:  
The incumbent chair of the Board of the Society  
9806 101 Street  
Fort Saskatchewan, AB T8L 1V4

11.2 Entire Agreement

11.2.1 There are no representations, warranties, agreements or understandings between the parties hereto other than as expressly contained herein, and this Agreement contains all the terms and conditions agreed on by the parties hereto.

11.3 Waiver

11.3.1 A waiver of any breach of a provision hereof shall not be binding upon a party unless the waiver is in writing and the waiver shall not affect such party's right with respect to any other or future breach.

11.4 Time of the Essence

11.4.1 Time shall be of the essence of this Agreement.

11.5 Applicable Law

11.5.1 This Agreement shall be construed and the relations between the parties determined in accordance with the laws of Alberta, and the courts of the Province of Alberta shall be exclusive jurisdiction with respect to all matters relating to or arising out of this Agreement.

11.6 Enurement

11.6.1 This Agreement shall enure to the benefit of and be binding upon the parties hereto and their respective successors and assigns.

11.7 Dispute Resolution

11.7.1 The parties will make all reasonable attempts to resolve any disagreements relating to this Agreement by way of open dialogue and, if necessary, by engaging a mediator to facilitate such dialogue.

11.8 Use of the FSCS Name

11.8.1 EIPS acknowledges and agrees that it has no ownership rights in the name "Fort Saskatchewan Christian School" ("the "Name"), that it may use the Name only for the operation of FSCS, and that if EIPS discontinues operation of FSCS for any reason, EIPS shall have no right to use the Name in conjunction with any of its school programs or for any other purpose other than recordation in historical documents.

11.9 Severability

11.9.1 In the event that a court of competent jurisdiction finds any term or section in this Agreement to be invalid, illegal, or otherwise unenforceable, such term or section will not have an impact on other terms or sections in this Agreement or the entire Agreement, and, if necessary, shall be severed from this Agreement. However, it is the desire of EIPS and the Society that such a term or section be revised to the extent required according to the opinion of the court to render the Agreement enforceable or valid, and the rights and responsibilities of EIPS and the Society shall be interpreted and enforced accordingly, so as to preserve the spirit and intent of this Agreement to the fullest possible extent.

Executed as of the 22 day of May, 2019.

**THE BOARD OF TRUSTEES OF ELK ISLAND PUBLIC SCHOOLS REGIONAL DIVISION NO. 14**

Per: M. Liguori  
*Superintendent of Schools*

Per: [Signature]  
*Board Chair*

**THE CHRISTIAN EDUCATION ASSOCIATION OF ALBERTA**

Per: [Signature]  
*Society Chair*

Per: [Signature]  
*Society Vice-Chair*

## **Schedules**

The following Schedules attached to this Agreement are incorporated into and form part of this Agreement. Schedules A, B, C and D formulate the Alternative Christian Program's "Vision Statement":

Schedule A	Mission Statement
Schedule B	Philosophy of Christian Education
Schedule C	Statement of Faith
Schedule D	Christian Distinctives
Schedule E	Role of the CHREDA Society
Schedule F	Assignment of Principal and Teachers
Schedule G	Interview Questions for Staff
Schedule H	Parent / Guardian Commitment Form



## Schedule A

### Mission Statement

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**To assist families by providing students with a Christ-centred, biblically directed education which instills the vision and practice of excellence in academics, moral character and service to others.**

**Elk Island Public Schools operates the Fort Saskatchewan Christian School (FSCS) as a religious alternative program under the authority of and in accordance with the School Act and other pertinent legislation such as the Alberta Human Rights and the Freedom of information and protection of Privacy Act. As well, the FSCS operates in accordance with the following principles:**

students are God's unique creation, deserving of a respectful, loving and nurturing environment which prepares them for life now and eternally;

Christian education develops the total person spiritually, intellectually, socially and physically;

a commitment to teaching the Alberta curriculum from the perspective of what the Bible says about God, ourselves and the world;

staff will be qualified and committed to supporting a Christian education, teaching and providing a supportive environment for their professional development;

staff will respect, value and honour the role and responsibility of parents as partners in education;

staff will be supportive of government, the Christian religion, and our community.

## Schedule B

### **Philosophy of Christian Education**

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The educational philosophy of FSCS is based on a God-centered view of mankind and truth as presented in the Bible. This philosophy posits the following:

Since God created and sustains all things through His Son, Jesus Christ, the universe and all life are dynamically related to God and have the purpose of glorifying Him. This is pointedly true of mankind who was made in God's image - different in kind from all other creatures - with the unique capacity to know and respond to God personally and voluntarily. Because mankind is sinful by nature and choice, he/she cannot, in this condition, know or honour God in his/her life. Only by being born again and filled with His Spirit can she/he do God's will. This should be the ultimate purpose of their life.

The authority for such an education comes both from God's command that children be taught to love God and place Him first in their lives, and from the fact that parents are responsible for the total education and training of their children. The Christian School, along with the Church, becomes a partner in giving this education.

From this philosophy stem certain aims and objectives for the education offered at FSCS:

#### *For the Spiritual and moral growth of the student, the school seeks:*

- to teach the Bible as God's inspired Word and to develop attitudes of love and respect toward it,
- to teach the basic doctrines of the Bible,
- to develop a desire to know the will of God as revealed in the Scriptures,
- to teach the student regarding a personal relationship with Christ as Saviour and Lord,
- to equip the student to understand the will of God daily,
- to impart an understanding of Christianity's belief in a worldwide task of witnessing, evangelism and discipline and to stimulate the student's involvement in this task,
- to develop the "mind and heart of Christ" toward godliness and sin, and to teach the student how to live an overcoming life through exercising self-restraint and consideration of others,
- to encourage the development of self-discipline and responsibility in the student based on respect for and submission to God and God-ordained authority, and
- to help the student develop for themselves a Christian worldview by integrating life and studies with the Bible.

#### *For the student's personal and social development, the school aims:*

- to help students develop their personality based both on a proper understanding and acceptance of themselves as unique individuals created in the image of God and on the fullest possible development of their own capabilities,
- to teach students to treat everyone with love and respect since others too are made in God's image,
- to make students contributing members of society who realize their dependence on each other,

- to promote an understanding of time as a God-given commodity, and the individual responsibility for effective use of time,
- to show a biblical view of life and work, and to provide skills for personal relationships and future endeavours,
- to develop good and proper attitudes toward marriage and the family and also the understanding and skills needed to establish God-honouring homes,
- to promote physical fitness, good health habits, and wise use of the body as the temple of God, and
- to impart biblical attitudes toward material things, and to encourage individual responsibility of using them for God's glory.

*For the student's academic advancement, the school endeavours:*

- to promote high academic standards within the potential of the individual as uniquely created by God and to help the student realize their full academic potential,
- to help each student gain a thorough comprehension and command of the fundamental processes used in communicating and dealing with others, such as reading, speaking, and listening,
- to teach and encourage the use of good study habits,
- to teach the student how to do independent research and to reason logically,
- to motivate the student to pursue independent study in the areas of personal interest,
- to develop creative and critical thinking and the proper use of biblical criteria for evaluation, to promote good citizenship through developing and understanding an appreciation of our Christian and Canadian heritage of responsible freedom, human dignity, and acceptance of authority,
- to discuss current affairs in all fields and to relate them to God's plan for humanity,
- to produce an understanding and appreciation for God's world, an awareness of humanity's role in their environment, and their God-given responsibilities to use and preserve it properly,
- to promote an appreciation of the fine arts through the development of the student's understanding and personal expression, and
- to adapt the curriculum to real-life situations in the community.

*In keeping with the school's commitment to and support of the homes from which the students come, the school desires:*

- to cooperate closely with parents in every phase of the student's development, especially as it relates to the school program,
- to help parents understand the school's purpose and programs, and vision through a process identified by the Society.
- to assist parents in understanding the Christian faith alongside the changing culture and its effects on the home and the implications for their children, and
- the Society shall determine what fees it will charge parents to cover its costs for the extra components it provides to FSCS and for the benefit of the parents and students of FSCS.

## Schedule C

### Statement of Faith

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The educational philosophy of the FSCS posits the following:

1. There is one God, who is infinitely perfect, existing eternally in three persons: Father, Son and Holy Spirit.
2. Jesus Christ is true God and true man. He was conceived by the Holy Spirit and born of the Virgin Mary. He died upon the cross, the Just for the unjust, as a substitutionary sacrifice, and all who believe in him are justified on the ground of his shed blood. He arose from the dead according to the Scriptures. He is now at the right hand of the Majesty on high as our great High Priest. He will come again to establish his Kingdom of righteousness and peace.
3. The Holy Spirit is a divine Person, sent to indwell, guide, teach and empower the believer, and to convince the world of sin, of righteousness and of judgment.
4. The Old and New Testaments, inerrant as originally given, were verbally inspired by God and are a complete revelation of his will for the salvation of people. They constitute the divine and only rule of Christian faith and practice.
5. Humankind, originally created in the image and likeness of God, fell through disobedience, incurring thereby both physical and spiritual death. All people are born with a sinful nature, are separated from the life of God, and can be saved only through the atoning work of the Lord Jesus Christ. The destiny of the impenitent and unbelieving is existence forever in conscious torment, but that of the believer is everlasting joy and bliss.
6. Salvation has been provided only through Jesus Christ. Those who repent and believe in him are united with Christ through the Holy Spirit and are thereby regenerated (born again), justified, sanctified and granted the gift of eternal life as adopted children of God.
7. It is the will of God that in union with Christ each believer should be sanctified thoroughly thereby being separated from sin and the world and fully dedicated to God, receiving power for holy living and sacrificial and effective service toward the completion of Christ's commission.

This is accomplished through being filled with the Holy Spirit which is both a distinct event and progressive experience in the life of the believer.

8. Provision is made in the redemptive work of the Lord Jesus Christ for the healing of the mortal body. Prayer for the sick and anointing with oil as taught in the Scriptures are privileges for the Church in this present age.
9. The universal Church, of which Christ is the Head, consists of all those who believe on the Lord Jesus Christ, are redeemed through His blood, regenerated by the Holy Spirit, and commissioned by Christ to go into all the world as a witness, preaching the Gospel to all nations.

## Schedule C

The local church, the visible expression of the universal Church, is a body of believers in Christ who are joined together to worship God, to observe the ordinances of Baptism and the Lord's Supper, to pray, to be edified through the Word of God, to fellowship, and to testify in word and deed to the good news of salvation both locally and globally. The local church enters into relationships with other like-minded churches for accountability, encouragement and mission.

10. There shall be a bodily resurrection of the just and of the unjust; for the former, a resurrection unto life; for the latter, a resurrection unto judgment.
11. The second coming of the Lord Jesus Christ is imminent and will be personal and visible. As the believer's blessed hope, this vital truth is an incentive for holy living and sacrificial service toward the completion of Christ's commission.

## Schedule D

### Christian Distinctives

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A Christian school has a special environment and requires certain components to achieve and maintain that environment. The FSCS Program is distinct in several ways, including:

#### As an Organization

##### 1. *CHREDA Mission Statement*

- Clearly expresses a focus on Christ-centered education and promoting godly character in the development of the students.

##### 2. *CHREDA Society*

- are a partner in ministry with Fort Saskatchewan Alliance Church and adhere to the Christian and Missionary Alliance of Canada denominational statement of faith,
- Assists Elk Island Public Schools to operate the FSCS.
- Has a Board of Directors that oversees its involvement in assisting Elk Island Public Schools to operate the FSCS.
- Recognizes the pre-eminence of Jesus Christ, the authority of the Bible, the value and worth of a child, and is committed to the spiritual growth of our students.

##### 3. *Campus Ministry Staff (FSCS)*

- Hands-on leaders in driving and promoting the spiritual formation of students.
- Lead and mentor staff in spiritual formation and life at our schools.

##### 4. *Association of Christian Schools International (ACSI) Member*

- ACSI provides many resources that connect Christian schools throughout Alberta and around the world.
- ACSI Teacher Convention – all teachers attend annually; a great opportunity to network with colleagues at other schools; on occasion staff present workshops at this annual convention.
- ACSI Board/Admin Conference - development and networking for Admin team and Society Board.

##### 5. *Parental Involvement*

- Prayer support - parent volunteers meet weekly to pray at each school.
- Compassion meals - parent volunteers prepare meals for families in times of need.
- Staff appreciation - parent volunteers prepare meals for teachers during interview weeks.

#### As Staff

##### 6. *Hire- committed staff*

- Staff support the vision and mission of FSCS.

**7. *New teachers may attend Biblical Worldview in-service training.***

- This training is provided locally or through ACSI.

**8. *Staff Handbook practically affirms biblical standards.***

- As leaders and mentors, staff are asked to commit to the school's Christian philosophy as outlined in the staff handbook.

**9. *Staff devotions.***

- Mondays through Thursdays: mornings begin at 8:00 am with a brief devotional time.
- Devotional routines are set each year and will include all school, teacher-led, prayer groups and all school singing.

**For Students**

**10. *Daily devotions/prayer times with all students.***

- Homeroom teachers facilitate a morning devotional time to pause at the start of the day to bring glory to God and commit the day and its activities to Him.

**11. *Regular chapel for all students.***

- Chapel is an opportunity for corporate worship where students will experience and participate in various spiritual disciplines and learning.
- The daily schedule is adjusted on chapel days. All staff and students are expected to attend.

**12. *Biblical study classes, including a Bible memory program, for all students.***

- The spiritual formation of our students includes age appropriate Bible curriculum as we encourage students to meet and know Jesus personally.

**13. *Spiritual Emphasis experiences (days, retreats, campouts).***

- Students in Grades 5 through 9 participate in spiritual emphasis activities, a time to get away from the classroom routine and focus on spiritual matters.
- These activities are planned and supervised by staff and some parent volunteers.

**14. *Biblical perspective integration into all courses of instruction.***

- Following Jesus is a lifestyle that goes beyond what happens in a Bible class or chapel experience. Teachers incorporate a biblical perspective in all areas of interaction with students.

**15. *Serving opportunities exist in the community and other parts of our world.***

- Serving others is taught as a responsible lifestyle...something that occurs with neighbours and with nations.
- Awareness and opportunities to participate in giving and serving occur on and off campus throughout the year.

**16. *Interviews for prospective families/students.***

- It is our desire that every student finds FSCS to be a safe, welcoming environment. For those unfamiliar with an evangelical Christian perspective, the interview process allows administrators to explain what students can expect in a Christ-centered culture and what will be expected of them as students.

## Schedule E

### **Role of the CHREDA Society**

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EIPS acknowledges and supports the important cooperative relationship and the legitimate and substantive role and commitment in ensuring the integrity of the FSCS Alternative Program, including that the principles as outlined in the attached Schedules, are implemented and maintained. The CHREDA Society exercises its role in the following ways:

The CHREDA Society retains the right to from time to time recommend that EIPS establish policies for FSCS that relate to:

1. student admission requirements and staff employed by the CHREDA Society;
2. participating in the recruitment, selection and hiring of the principals (as set out in Schedule "F");
3. providing ongoing counsel and advice to the principals on matters pertaining to the vision and mission of the school;
4. supporting staff development as it pertains to the mission and vision of FSCS as set out in the Schedules attached to this Agreement;
5. advancing the cause of Christian education in the community and promoting in general through association with Society members, parents, school staff, the EIPS Board, EIPS staff, and organizations such as community churches and Christian education associations;
6. developing a process for monitoring the implementation of the CHREDA Society's vision and mission as set out in the Schedules attached to this Agreement;
7. having in place the FSCS Alternative Program Admissions policy and assisting the principals in the implementation of the policy;
8. developing strategies to ensure regular communication among the CHREDA Society employees, parents, the EIPS Board, EIPS School Division staff, and Society members to foster a sense of unity and assisting in the implementation of the same;
9. devising ways and means for obtaining an appropriate amount of CHREDA Society funds necessary for the operation and support of the FSCS Alternative Program, and determining how these funds shall be distributed.



## **Assignment of Principal and Teachers**

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### ***General Principles***

1. The Society takes an active role in assisting EIPS with succession planning for FSCS.
2. The Society has an ongoing role in identifying potential teaching candidates for FSCS within EIPS or outside of EIPS, and recommending strong candidates to EIPS for consideration.

### ***Process for Assigning a Principal to FSCS***

1. EIPS advises of the opening in accordance with its regular process.
2. The Society advises of the opening through appropriate Christian networking, as the Society identifies from time to time.
3. All potential candidates are advised to forward resumes/applications to EIPS for initial screening to ensure that the candidates have the base qualifications for the position.
4. The Society reviews the resumes/applications and submits a recommended list to EIPS.
5. Candidates for interviewing are selected.
6. In advance of the interview, each candidate will be provided a document called the "Vision Statement" to review.
7. EIPS and the Society co-interview selected candidates utilizing the questions contained in Schedule "B" in addition to standard questions utilized by EIPS.
8. If none of the candidates are acceptable to both EIPS and the Society, the position is re-posted.
9. If one or more are found mutually acceptable, the names are provided to the Superintendent.
10. The Superintendent reviews final candidate(s) and makes the final decision. If the Superintendent does not approve any of the candidates, the position is re-posted.
11. Where the process of selecting a principal is significantly delayed, in the opinion of the Superintendent, the Superintendent will appoint an acting principal until such a time a suitable candidate is found.

### ***Process for Assigning a Teacher to FSCS***

1. The principal will be in charge of the hiring process with support from EIPS Human Resources Department using standard processes.
2. Interviews of candidates will utilize the questions contained in Schedule "G" in addition to standard questions utilized by EIPS.
3. The principal will ensure teachers eligible to be assigned to FSCS are:
  - philosophically supportive of the Vision Statement
  - clearly able to articulate the Vision Statement
  - committed to the mission and vision of the program.

## Schedule F

### ***Bad-Fit Assignment***

1. If the principal forms the opinion on sound evidence that an FSCS teacher does not support the Vision Statement or conform to the reasonable requirements of the "Vision Statement" document, the principal may ask the Superintendent to transfer the teacher from FSCS in accordance with EIPS' Administrative Procedure 416 and the provisions regarding teacher transfer in the School Act.

## Schedule G

### Interview Questions for Staff

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#### ***Question #1 - View of Truth***

What is your understanding of *biblical* truth?

#### ***Question #2 - Scriptural Interpretation***

How would you integrate scripture into a lesson?

#### ***Question #3 - Relationship with Christ***

Tell us about an occasion in your life that you could share with students to encourage them in their faith.

#### ***Question #4 - Service***

Tell us about a volunteer experience you had and what you learned from that experience.

#### ***Question #5 - Sense of Purpose***

Why do you want to work in FSCS?

#### ***Question #6 - Gospel Presentation***

Tell us how you would share the gospel message to a class of students.

#### ***Question #7 - Parental Role***

What is the role of parents as it relates to their child's education in a Christian School setting?

#### ***Question #8 - Understanding of Jesus Christ***

How would you describe Jesus Christ to your students?

#### ***Question #9 - Student Spiritual Growth***

How would you teach and encourage students to keep their relationship with the Lord vital and meaningful?

#### ***Question #10 - School Mission (about the school's mission or mission statement)***

Please state in your own words what you see as the mission of the school.

#### ***Question #11 - Christian Faith***

What is your understanding of Christian faith?

Schedule H

**Parent / Guardian Commitment Form**

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**Elk Island Public Schools Parental Commitment Form**

1. I have applied to have my child(ren) enrolled in an alternative program operated by Elk Island Public Schools called the Fort Saskatchewan Christian School for the 20<>-20<> school year.
2. I have been informed that as a resident of Elk Island Public Schools, my child(ren) has (have) the right to attend the Elk Island Public school that offers a regular educational program in the attendance area where we live.
3. Despite the educational right set out in paragraph 2 above, I am requesting that my child(ren) be allowed to enroll in the Fort Saskatchewan Christian School, which I acknowledge is an alternative program under the *School Act*, and thus a program of choice, not a right.
4. I acknowledge and agree that in order for the Fort Saskatchewan Christian School to fulfill its mandate and promise to parents and students, the parents of children enrolled in the Fort Saskatchewan Christian School must respect and support the educational philosophy and goals of the Fort Saskatchewan Christian School, and their children must reasonably conform to behavioural expectations that align with that educational philosophy and goals.
5. I acknowledge that the educational philosophy and goals of the Fort Saskatchewan Christian School are set out in the Fort Saskatchewan Christian School Vision Statement (Schedules A, B, C, D) attached to this document.
6. I have read the Vision Statement, and fully support it as a guiding document for the education of my child(ren).
7. I will counsel my child(ren) to consistently behave in a manner that supports the Vision Statement, and will cooperate with the Staff of the Fort Saskatchewan Christian School in helping my child(ren) behave in that manner.

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Parent/Guardian

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Date

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Parent/Guardian

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Date