

Condition list	Cincinnati	Cleveland	Honolulu	Oakland
	<ul style="list-style-type: none"> <li>• Agrees to exemplify Catholic principles</li> <li>• Refrain from any conduct or lifestyle which would reflect discredit or cause scandal to the school or be in contradiction to Catholic doctrine or morals</li> <li>• Improper use of social media/communication</li> <li>• Public support of or publicly living together outside marriage</li> <li>• Public support of or sexual activity out of wedlock</li> <li>• Public support of or homosexual lifestyle</li> <li>• Public support or use of abortion</li> <li>• Public support of or use of a surrogate mother</li> <li>• Public support or use of in vitro fertilization or artificial insemination</li> <li>• Public membership in organization whose mission and message are incompatible with Catholic doctrine or morals</li> <li>• Flagrant deceit or dishonesty</li> <li>• Agrees to teach and act consistently in accordance with the mission statement of the school</li> <li>• Aid in the formation of students by personal witness to the stated philosophy and</li> </ul>	<ul style="list-style-type: none"> <li>• Public support of positions contrary to RCC teaching (including but not limited to, publically supporting abortion, euthanasia, assisted suicide, embryonic stem cell research in vitro fertilization, artificial insemination, surrogate parenthood, direct sterilization, or so-called homosexual or same sex marriage or unions).</li> <li>• Procuring or assisting another in procuring an abortion</li> <li>• Making use of or participating in artificial insemination, in-vitro fertilization, or surrogate parenthood</li> <li>• Preparing for or engaging in a same sex marriage or union</li> <li>• Engaging in or publicly supporting sexual relations outside of marriage (which shall be understood for purposes of this agreement as being marriage between one man and one woman)</li> <li>• Living with another as husband or wife without the benefit of a marriage recognized as valid by the RCC or cohabitating outside of marriage</li> </ul>	<ul style="list-style-type: none"> <li>• Denies teachings or authority of the Church</li> <li>• Personal life is immoral</li> <li>• Renunciation of the church</li> <li>• Renunciation of Christianity</li> <li>• Violation of Catholic teach as it related to crimes involving moral turpitude</li> <li>• Adultery</li> <li>• Homosexual activity</li> <li>• Same sex unions</li> <li>• Procuring, abetting or promoting abortion</li> <li>• Euthanasia</li> <li>• In vitro fertilization</li> <li>• Unmarried cohabitation</li> </ul>	<ul style="list-style-type: none"> <li>• Failure to teach in accordance with the doctrine and moral teachings of the Catholic Church</li> </ul>

	teaching of the RCC	<ul style="list-style-type: none"> <li>Engaging in or supporting transvestitism, transgenderism, or sex reassignment</li> <li>Membership in any organization that is anti-Catholic or whose philosophy is in any way contrary to the ethical or moral teaching of the RCC.</li> <li>Indecent or lewd behavior (including, but not limited to, the unlawful use of drugs, substance abuse, or use of pornography)</li> <li>Serious dishonesty</li> <li>Entering into a marriage with a persona when one of the parties to the marriage is validly married to another person in the eyes of the RCC (e.g., entering into a marriage if one of the parties entered into marriage previously and has not received an annulment from the RCC)</li> <li>Use of social media or electronic means of communication</li> </ul>		
Minister-language	Contractually, "teacher-minister"  Between teacher-minister and the school	Contractually, "teacher minister"  Between teacher-minister and the parish  The Diocese of Cleveland, the Bishop, and the religious community to which the pastor/parish administrator may	Contractually, "Teacher"  No teacher-minister language.  Between Teacher and RCC in the State of Hawaii	Contractually "Employee"  But includes language, "employee shall perform his/her duties as a minister and steward...  Between Employee and RC

		belong are NOT parties to this agreement		Welfare Corp of Oakland on behalf of school
Other comments	This contract has 4 pages of statements that must be initialed by the teacher with no. VIII reiterating the above list noting these behaviors will not be tolerated.	<p>Under duties: Acting as an outstanding personal witness to the Catholic faith and religion by living both his/her professional and personal life in accordance with the doctrines and morals of the RCC,as embodied in various docs of the RCC, including without limitation the Catechism...</p> <p>Always being mindful of his/her role as a “minister” of the RCC...not only through her/his classroom instruction...but also through his/her personal conduct and example, regardless of whether the Teacher-Minister provides religious instruction to students</p>	Teachers are expected to be familiar with and comply with Catholic teach and the above standards and expectations.	<p>Employee is expected to demonstrate ability to serve in accordance with Catholic philosophy in personal and professional life. Employee shall perform duties as a minister and steward of principles characteristic of an educator in RC school, including without limitation, teaching the doctrine, principles, beliefs of the RCC and conducting him/herself in accord with these Catholic standards.</p> <p>Under duties: In the Employee’s personal and professional life, the Employee is expected to model and promote behavior in conformity with the teaching of the Roman Catholic faith in matters of faith and morals and to do nothing that tends to bring discredit to the School or to the Diocese of Oakland</p>
	If they are fired, they have to agree they won’t expect remuneration after the date of termination			