

## **From the PCHS Constitution**

### **Article II – Basis**

The basis of this Society is the infallible Word of God interpreted in accordance with the Forms of Unity of the Reformed Churches: the Heidelberg Catechism, the Belgic Confession, and the Canons of Dort.

The Society is committed to the following fundamental principles:

- a. That the instruction and education of children in the school as well as in the home must be in accordance with the Word of God;
- b. That a school is not an institution dependent on or belonging to the Church or the state, but that it depends on a community of parents and others who support Christian education as a covenantal responsibility.
- c. That throughout the course of the child's education the fundamental unity of the school, the home and the church must be maintained.

### **Article III – Purpose**

The purpose of the Society is to provide for and give to the covenant youth of the community that weekday high school education and instruction which is in agreement with Article II of this Constitution, and to transact any and all business which shall be necessary and incidental to that end.

### **Article XII -- Teaching Staff**

Section 1. All teachers shall be appointed by the Board after careful consideration of their spiritual qualification, character and training, and upon recommendation by the Education Committee. They shall be appointed for such terms and upon such salary and other conditions, except as herein expressly provided, as the Board may determine from time to time.

Section 2. It shall be the aim of the Board to engage only teachers who declare their unconditional acceptance of and agreement with the basis and purpose of this Society as expressed in Articles II and III of the Constitution.

Section 3. They should be members in good standing of a church of Reformed persuasion. They must be evangelically sound in their faith and teaching, and they must lead a Christian life.

Section 4. All teachers must give the Board sixty days notice of intended resignation, and the Board shall in turn give teachers sixty (60) days notice of dismissal; except in case of a teacher who proves distinctly unfit for work, whose instruction conflicts with the basis and purpose of the Society, or who does not lead a Christian life, in which case dismissal may be without advance notice.

Section 5. Salaries of teacher shall be graduated according to academic qualifications, years of teaching experience, years of service in our school, number of hours of teaching being done, and other qualifications which tend to determine the value of a teacher in the opinion of the Board. Every effort shall be made to have the salary scale well up to recognized standards of social justice and shall be such as to reflect the high esteem in which we hold the teaching profession.

Section 6. The substance of section 2, 3, and 4 of this Article shall be made part of all contracts entered in with members of the teaching staff.

