

Policy Review Template

Policy Title: Council Member Application for Employment with the College

Policy #: EX-15	Location: (CouncilNet)
Reviewed by: Executive	Approved by Council: December 2016
Initial Approval Date: December 2016	Next Review Date: May 2023
Review Cycle: 3 years	
Version History: 2016 / August 2020	

1. Policy Purpose

The purpose of this policy is to provide current members of the Council of the Ontario College of Teachers with guidelines with respect to their eligibility to apply for employment with the College. This policy is an extension of the current conflict of interest policy.

2. Employment Eligibility

Former Council members are eligible to apply for employment with the College after a minimum of ~~one-year~~ [12 months](#) has elapsed after they have ceased to actively serve in any governance role on the College's Council. This includes being a Council member and acting on rosters or panels following an active term as a Council member.

Active Council or roster members may not apply for employment with the College during their term on Council or on the roster of panellists.

If a Council member wishes to apply for ~~an~~ employment with the College, the Council member will be required to resign from Council and any governance related role as defined above, and remain inactive for a minimum period of 12 months prior to submitting an application for employment. In cases when a former Council member applies for employment with the College, the Registrar will acknowledge that the former member has met the requirements ~~s~~ [stipulated to remain inactive for a 12-month period](#) and that the application can be considered in the competition.

To maintain the integrity of the application and selection process, active and former Council members are requested to refrain from discussing their candidacy or their intent to apply for an open position or a potential future position with any College staff. Human Resources staff at the College are available to provide active or former Council members with information relevant to the application process.

3. Evaluation

This policy will be evaluated every three (3) years or earlier as required by Council.