

Christian Ministry Expectations for All Employees (Board Policy, Faculty/Staff Handbooks)

School employees, faculty and staff, are expected to serve as biblical role models for students and the community. Employees are ideally members of a congregation of the Lutheran Church-Missouri Synod. Employees will not act contrary to the school's statement of beliefs including those on Marriage, Gender, Sexuality, and the Sanctity of Human Life; and will abide by the school's standards of conduct. The failure to do so may result in disciplinary action up to and including termination of employment. Employees will be required to annually renew their commitment.

Faculty members must hold a Lutheran Teaching Diploma (or its equivalent) or completed the colloquy coursework available through the Concordia University System within 5 years of initial employment. Failure to meet this requirement will result in a pay freeze which may not extend beyond three years. If after three years of frozen pay the faculty member has not met these requirements his/her contract will be terminated.