

Minimum Standards for Recognition as a Catholic school in the Archdiocese of Anchorage-Juneau

A private school seeking recognition as a Catholic School pursuant to Canon 803 must expressly adhere to and fulfill the following terms and conditions:

1. **Competent Ecclesiastical Authority.** A private school must acknowledge that pursuant to the Code of Canon Law, the Metropolitan Archbishop of Anchorage-Juneau (“Archbishop”) is the competent ecclesiastical authority who may grant, restrict, or deny the use of the term “Catholic” for schools within the territory of the Archdiocese.
2. **Regular Communications.** A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall maintain regular, ongoing communications with and shall promptly respond to any communication and/or requests for information from the Archdiocese of Anchorage-Juneau. A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau agrees that its curriculum will be subject to the review and approval by the Superintendent of the Archdiocesan Catholic School System (or the Archbishop’s designee) to ensure that its curriculum is consistent and/or compatible with the Catholic Education System implemented by the Archdiocese of Anchorage-Juneau.
3. **Ministry Clearance Policy.** A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall comply with the Ministry Clearance Policy “Vetting” for Visiting Clergy, Religious, Laity, and Ministry groups.
4. **Approval of Teachers of Religion.** The Archbishop of Anchorage-Juneau reserves the right of the local Ordinary under canon 805 to appoint or approve the teachers of religion at a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau and, if religious or moral considerations require it, to remove them or require that they be removed.
5. **Liaison.** The Archbishop of Anchorage-Juneau will appoint an ex-officio member of the board of a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau to serve as his liaison to ensure that the conduct of a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau is consistent with the educational mission of the Catholic Church.
6. **Safe Environment.** A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall recognize its responsibility to teach its students to know when they are unsafe and to bring their concerns, fears, and uncertainties to trusted adults in their lives.
 - a. A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall require its faculty, staff, and volunteers to review, acknowledge, and comply with the Archdiocese of Anchorage-Juneau Pastoral Policies (attached), promulgated on September 17, 2020, including Part A-Standards of Conduct and Part B-Sexual Misconduct Policies, and any revisions and/or amendments to those policies that are promulgated in the future.

b. A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall require all newly hired individuals, including volunteers, to have a criminal background check, approved by the Office of the Chancellor of the Archdiocese of Anchorage-Juneau, completed as part of the hiring process and prior to beginning employment. Additionally, a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall ensure its faculty, staff and volunteers have a criminal background check completed at least every five years.

c. All faculty, staff and volunteers at a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau will complete Safe Environment training prior to the start of their employment and on a biennial basis (every two years). Volunteers under the age of 18 will complete appropriate Safe Environment training prior to the start of their ministry. A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau will obtain the permission of the volunteers' parents or guardians prior to the training and will provide Safe Environment training to all of its students on an annual basis. The curriculum of the Safe Environment training must be approved by the Archdiocese of Anchorage-Juneau.

d. A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall notify the Director of the Archdiocesan Office of Safe Environment of any known sexual offender, pursuant to safe environment policies and Alaska state law, who seeks access to school grounds or buildings.

7. Health and Safety. The Archbishop reserves the right to approve all health and safety measures at a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau.

8. Indemnification and Hold Harmless.

a. Effective as of, [date] a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall indemnify the Archdiocese of Anchorage-Juneau and hold it harmless if the Archdiocese of Anchorage-Juneau is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, and in any inquiry or investigation that could lead to such an action, suit or proceeding, against any and all liabilities, obligations (whether known or unknown, or due to become due or otherwise), judgments, fines, fees, penalties, interest obligations, deficiencies, other actual losses (for example, verifiable lost income related to time spent defending such claim or action) and reasonable expenses (including, without limitation amounts paid in settlement, interest, court costs, costs of investigators, reasonable fees and expenses of attorneys, accountants, financial advisors and other experts) incurred or suffered by the Archdiocese of Anchorage-Juneau in connection with such action, suit or proceeding arising out of or pertaining to any actual or alleged action or omission by a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau. Each such liability, obligation, judgment, fine, fee, penalty, interest obligation, deficiency, other actual losses, and reasonable expenses being referred to herein as a "Loss," and collectively as "Losses." Any Loss incurred by the Archdiocese of Anchorage-Juneau shall be paid by a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau on a regular monthly basis.

b. A private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall maintain an insurance policy or policies providing general liability insurance with respect to the acts or omissions covered by this Agreement and the Archdiocese of Anchorage-Juneau shall be covered as a named insured entity in accordance with the terms of such insurance policy or policies to the maximum extent of coverage available.

9. Annual Compliance Reviews. The Archdiocese of Anchorage-Juneau and a private school recognized as a Catholic School in the Archdiocese of Anchorage-Juneau shall schedule an annual compliance review each year to take place during the month of May, beginning in May 2023, of the terms and conditions of the Archbishop's recognition of a private school recognized as a Catholic school within the Archdiocese of Anchorage-Juneau.