

First Readings (March 7, 2006)

3110 QUALIFICATIONS AND REQUIREMENTS FOR EMPLOYMENT OF FULL-TIME EXPATRIATE PERSONNEL

Qualifications

The following qualifications will be considered in the hiring and contract renewal of full-time (.5 FTE or more) expatriate personnel for Morrison Academy:

Qualifications for Full-time, Certified Personnel

1. Bachelor's Degree
- ~~2.1.~~ 2.1. Applicable Appropriate certification from their home country when applicable. for teachers, librarians, counselors and administrators. In the event that an acceptable, certified candidate is not available, then an uncertified candidate may be employed for a contracted period of one year at a time, providing the candidate is working toward certification
- ~~3.2.~~ 3.2. For teachers, pPrevious teaching appropriate experience is preferred
4. Administrators, librarians, and counselors must have previous or appropriate experience
3. An indication of God's leading and direction to teach at Morrison Academy
4. Indication of an ability to work in a multi-mission setting
5. Active regular participation in a Protestant Church
6. Good physical and emotional health

Qualifications for Full-time, Non-certified Personnel

1. Appropriate training related to the job for which application is being made
2. Experience related to the position is preferred
3. Bachelor's Degree

~~Certified and Non-certified personnel must meet the following requirements:~~

Requirements

The following conditions are required for the hiring and contract renewal of expatriate personnel for Morrison Academy:

1. Personal testimony of salvation and evidence of ongoing spiritual growth
- ~~1.2.~~ 2.2. Agreement with the Morrison Academy Mission Statement and Statement of Faith
- ~~2.3.~~ 2.3. Partnership with an established mission or Taiwan church
3. Physical examination indicating good physical health
- ~~4.3.~~ 4.3. Minnesota Multi Phasic Personality (MMPI) or other personality inventory or test indicating good emotional health, if requested by the Superintendent for the employee and/or spouse
- ~~5.4.~~ 5.4. Fulfillment of Meet ROC requirements for employment at Morrison Academy, including a four year college degree
- ~~6.5.~~ 6.5. Positive professional, character, and pastoral/mission references
- ~~7.6.~~ 7.6. Agree Commitment to abide by the policies and procedures of Morrison Academy

~~Consideration will also be given to~~

- ~~1.~~ 1. An indication of God's leading and direction to teach at Morrison Academy
- ~~2.~~ 2. Indication of an ability to work in a multi-mission setting
- ~~3.~~ 3. Successful cross-cultural experience.

~~3111 QUALIFICATIONS AND REQUIREMENTS FOR EMPLOYMENT OF PART-TIME EXPATRIATE PERSONNEL (to be deleted)~~

The following qualifications and requirements will be considered in the hiring of part-time (less than .5 FTE) expatriate personnel for Morrison Academy:

~~Qualifications for Part-time Personnel~~

- ~~1. Bachelor's Degree strongly preferred.~~
- ~~2. College course work or sufficient experience in the field of work.~~
- ~~3. For teaching positions— Certification in teaching field. If no other qualified candidates are available, certification may be waived for contract periods of one year at a time.~~

~~Requirements~~

- ~~1. Agreement with the Morrison Academy Mission Statement and Statement of Faith~~
- ~~2. Positive professional, character, and pastoral/mission references~~
- ~~3. Association with a mission or other Christian organization in Taiwan~~
- ~~4. Good physical and emotional health~~
- ~~5. Meet ROC requirements for employment at Morrison Academy~~
- ~~6. Agree to abide by the policies and procedures of Morrison Academy~~

5205 ENROLLMENT LIMITATIONS

Enrollment in Morrison Academy is restricted to students that meet the ROC requirements for enrollment in international schools.

The Board shall set enrollment limits according to the space available in the physical plant, as well as other considerations which will protect the integrity of the school's primary purpose of educating the children of missionaries in Taiwan. A minimum of 30% of the students in the Morrison system shall be the children of missionary parents. A minimum of 30% of the students at each K-12 campus shall be the children of missionary parents. Other campuses may not have fewer than 20% children of missionary parents. The ratio of missionary to non-missionary children shall be regularly monitored. If missionary children enrollment falls below these minimums, the Superintendent shall report the enrollment trends and anticipated changes as well as the steps that will be taken to bring enrollments within the minimums in a timely and appropriate manner. This report shall be given by no later than the third board meeting of each year. In order to provide continuity in educational programs, temporary exceptions to this policy may be granted by special Board action. Everything possible will be done to accommodate missionary children on a priority basis.

Enrollment in each grade level (K-8) shall be maintained within the following limits:

<i>Grade Level</i>	<i>Maximum Size</i>	<i>Minimum Size</i>
Kindergarten	20 students	8 students
First Grade	22 students	9 students
Second Grade	23 students	9 students
Third Grade	24 students	10 students
Fourth - Eighth Grade	25 students	10 students

High school enrollment shall be maintained within the following limits:

Grade Level	<i>Max Class Size</i>	<i>Maximum Section Size</i>	<i>Minimum Section Size</i>
Ninth Grade	40 students	25 students	10 students
Tenth- Twelfth grade	60 students	25 students	10 students

In split grade level classrooms, Grades 1-8, classes shall be limited to a maximum of 20 students. In multi-level (three or more grade levels) classrooms, Grades 1-6, classes shall be limited to 12 students.

Kindergarten through grade 8 shall be limited to one section per grade level on each campus after August 2007. Elementary/middle school enrollment limits may be exceeded in order to include additional newly enrolled children of missionaries. Enrollment shall be brought back in line as soon as possible by normal attrition.

Enrollment for grades 10-12 shall include qualified students transferring within the system and new missionary students. Other new students will not be admitted if enrollment for the grade level already exceeds the limit.

Advanced Placement Courses may drop below the minimum section size down to five students, provided that only one section is offered. Normally, a second section of a given high school course will not be scheduled until the maximum section size is exceeded.

Exceptions to these enrollment limits may be granted by the Superintendent under any of the following conditions:

- when facilities are inadequate to house a maximum sized class
- when safety is a consideration
- when other extenuating circumstances exist
- when special provisions have been made

2/06

6230 TIME LIMITS FOR RESERVED SPACE

Newly available dorm space is reserved for the children of missionaries until April 1st. The dorm supervisor may extend the reservation past April 1st in cases where missionary children have indicated a desire to apply to the dorm but have not completed the application process.

~~Non-missionary applicants may only be accepted on a tentative basis before May 1st.~~