



TEACHING APPLICATION

Our school exists to provide a distinctive, biblically based education in a nurturing environment through which students are instilled with godly character, inspired to excel, and prepared for a life of enduring commitment to Christ. Your interest in being a part of such a ministry at Christ Academy is appreciated. The school recruits, hires, trains, assigns personnel, promotes, and compensates employees without regard to race, color, national origin, age, or disability. All employment decisions are made based on merit and job requirements. We realize that the key to a successful Christian school is its staff. We are seeking applicants who are professionally qualified, who love children, and who, by the pattern of their lives, are Christian role models. (Luke 6:40)

Each question should be answered fully and accurately. Failure to complete any portion of this application may result in rejection of the application. In reading and answering the following questions, be aware that none of the questions are intended to imply illegal preferences or discrimination based on non-job-related information. Please attach a copy of your resume if you have one.

APPLICANT INFORMATION: Please Print

Last Name: _____ First Name: _____ MI: _____

Current Address: _____

City: _____ State: _____ Zip: _____

Home/Cell Phone: (____) _____ Email: _____

How would you like to be contacted? _____

PERSONAL PHILOSOPHY

On a separate sheet of paper, please type your viewpoints on the following questions, providing a one-to-two paragraph answer for each question.

- 1) Why do you feel called to serve in a Christian school?
- 2) What does it mean for you to teach or coach from a Christian world view? Explain how you would make your teaching/coaching distinctively Christian.
- 3) What areas in your professional life do you feel are your strengths? What areas are you working to improve?
- 4) What is your teaching & discipline philosophy?

CHRISTIAN BACKGROUND

As a Christian organization, we require all employees to be practicing Christians. Federal law allows us to confine our hiring to members of our faith community. On a separate sheet of paper, please share your personal testimony, experience about God, Bible Study and prayer. Please carefully read our Statement of Affiliation and Christian Purpose and Lifestyle Statement and indicate your degree of support.

STATEMENT OF AFFILIATION AND CHRISTIAN PURPOSE

The purpose of Christ Academy (also referred to as CA) is first and foremost that God may be glorified in all things through His Son, Jesus Christ. To accomplish our mission and purpose in an educational setting, we will provide a Christ-centered education for the children of this area without distinction to race or national origin. Our aim is to provide an education:

- That is in accord with the Word of God, the Old and New Testament, which we believe to be the inspired, infallible, and inerrant rule of faith and practice;
- That is characterized by academic excellence, spiritual depth and moral integrity;
- That will prepare students for godly participation in society;
- That trains students in the knowledge of and obedience to the Word of God and promotes loyalty to God and country. The goal of the school is to lead students to a voluntary commitment of their life to the Lordship of Christ and to develop their God-given abilities to their fullest potential.

The Christian guidance and teaching offered by Christ Academy shall conform to the Holy Bible and shall be respectfully offered in a sensitive and age-appropriate manner. At the School, final authority in all matters of the faith resides in Holy Scripture with the following basic principles:

- All scripture is given by the inspiration of God that the man of God may be complete, thoroughly equipped for every good work. (2 Timothy 3:16-17)
- There is one God, the creator of heaven and earth and of all that is seen and unseen. God created all things in six days and rested on the seventh day. (Genesis 1)
- There is one person of the Father, another of the Son, and another of the Holy Spirit; but, the Godhead of the Father, Son and Holy Spirit is all one, the glory equal, and the majesty co-eternal.
- Jesus Christ was conceived by the Holy Spirit, born of the Virgin Mary and lived a sinless life. He was fully God and fully man and he was crucified for our sins. Christ did truly rise on the third day and took again His body and ascended into heaven where He now sits at the right hand of the Father until He returns to judge all men at the last day.
- The Holy Spirit is God and given to us from the Father to be our counselor and our guide. (John 12:25)
- All man is born with sin and falls short of the glory of God and deserves eternal judgment. (Romans 3:23)
- Jesus is the Way, the Truth and the Life and no one can come to the Father except through Him and the free gift of salvation that He provided with His death on the cross. (John 14:6, 1 John 5:11-12)
- God established the covenant of marriage between a man and a woman exclusively.
- Homosexuality, as shown by the Bible, is a sin against God and is counter to the teachings of the Bible. (Genesis 1:27, Genesis 2:18-25)

The school recognizes that parents have the primary responsibility for the spiritual training of their children. However, all students will participate in the worship life of the school and in the Christian guidance and teaching offered as part of its curriculum.

____ I fully support the statement as written, without mental reservations.

____ I have not yet formed an opinion, conviction, or disagree with certain items in the statement. On a separate sheet of paper, please type your explanation of each area in question.

LIFESTYLE STATEMENT

Christ Academy is a religious, nonprofit organization representing Jesus Christ throughout the local community. Christ Academy requires its employees to be Christians, living their lives as Christian role models (Rom. 10:9-10, 1 Tim. 4:12, Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity, appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a

willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management.

The Christ Academy Statement of Affiliation and Christian Purpose expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, promiscuity and homosexual behavior or any other violation of the unique roles of male and female (Rom. 1:21–27, 1 Cor. 6:9–20). Christ Academy believes that biblical marriage is limited to a covenant relationship between a man and a woman.

Christ Academy employees will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Christ Academy that each employee will have a lifestyle in which “He may have the preeminence” (Col. 1:18, NKJV).

____ I understand that if I become employed at Christ Academy, I am joining a ministry that has high expectations of all its employees. All staff members have a ministry position and must demonstrate the life of Christ in their everyday living to our students, their parents, and fellow employees. Since it is the school’s mission to train and equip children to be followers of Jesus Christ, we require all our employees to be Christian role models in their lives, both on and off the job. (Luke: 6:40)

POSITION DESIRED: _____

How did you learn of the position for which you are applying? _____

EDUCATION/TRAINING:

Highest Level of Education: _____ Name of Institution: _____

Area of Study: _____ Diploma received? ____ No ____ Yes If yes, what year: _____

Please attach photocopies of all your postsecondary transcripts. Should you be offered a position, copies of your transcripts must be provided to the school for inclusion in your personnel file.

What degree(s), do you hold?

Degree	Major(s)/Minor(s)	Issuing Institution

Certificates/Licenses

First Aid/CPR/AED – Date of Issue: _____ Expiration Date: _____ Please attach a copy

Teaching certification? Area(s): _____ Expiration Date: _____ Please attach a copy

EMPLOYMENT EXPERIENCE: Beginning with the most recent, list the 3 most current employers. Attach a separate page with additional employers within the last 10 years.

Employer: _____ Title: _____

Dates of employment: From _____ to _____ Salary/Hourly rate: _____

Supervisor's name and phone number: _____ (____) _____

Reason for leaving: _____

Job Duties: _____

May we contact your employer? Yes _____ No _____ If no, please give a reason? _____

Employer: _____ Title: _____

Dates of employment: From _____ to _____ Salary/Hourly rate: _____

Supervisor's name and phone number: _____ (____) _____

Reason for leaving: _____

Job Duties: _____

May we contact your employer? Yes _____ No _____ If no, please give a reason? _____

Employer: _____ Title: _____

Dates of employment: From _____ to _____ Salary/Hourly rate: _____

Supervisor's name and phone number: _____ (____) _____

Reason for leaving: _____

Job Duties: _____

May we contact your employer? Yes _____ No _____ If no, please give a reason? _____

PERSONAL REFERENCES: List 3 references who are not related to you and who have knowledge of your qualifications, personal character and moral values. If you have additional references with knowledge of your professional training and experience, you are welcome to attach.

Name and Address	Phone	Relationship to you and title

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Do you have any personal responsibilities or other commitments that may prevent you from meeting this position's requirements for on-time arrival, attendance, or work schedules? No _____ Yes _____ A "yes" does not automatically disqualify you for consideration. If yes, please explain _____

APPLICANTS STATEMENT AND AGREEMENT: Please read and initial your correct response and agreement to the statements below.

Can you perform the duties of this position without violating any obligations or proprietary information of a previous employer? No _____ Yes _____

Are you holding or have you already signed a contract for next year with any other educational institution? No _____ Yes _____

Can you provide documents to prove that you are legally eligible for employment in the United States? No _____ Yes _____

Have you ever been convicted of a criminal offense (felony or misdemeanor, except for minor traffic violations)? You will need to answer yes if you have entered into a plea agreement, including a postponed sentence or postponed judgement arrangement, in connection with a criminal charge. You do not need to disclose criminal convictions that are contained in sealed or deleted records. No _____ Yes _____

If you have been convicted of such an offense, please attach a statement of explanation including the nature of offense, date, court where conviction was entered, and any other relevant information. A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job-relatedness, and subsequent rehabilitation will be considered.

Has any employer ever subjected you to disciplinary action, suspension or termination, asked you to leave a paid or unpaid position on the grounds of unlawful sexual behavior or violation of an employer's sexual misconduct policy or anti-harassment policy? No _____ Yes _____ If yes, please attach a statement or explanation.

Have you ever resigned a position to avoid termination or discharge? No _____ Yes _____ If yes, please attach a statement or explanation.

_____ I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment, and that the facts set forth in this application process are true and complete to the best of my knowledge. I understand that the falsification of any statement or a significant omission of facts on the application, supporting documents, or interviews may prevent me from being hired, or if hired, may subject me to immediate dismissal regardless of when or how it was discovered. If I am released under these circumstances, I further understand and agree that I will be paid and receive benefits only through the day of release.

_____ I understand that this application is valid for no more than 1 year. After that, I must resubmit an application to be considered for positions at this school.

_____ I understand that this is only an application and that no employment or work agreement is being offered at this time.

_____ I understand this position requires me to pay for my background check for this position. The current IdentoGo fee is \$37.

_____ I understand and agree that any offer of employment is conditional until the school has received the background information, criminal and or personal. The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable or that it could reflect adversely on the school or on me as a Christian role model.

_____ I authorize, CHRIST ACADEMY, to thoroughly interview the primary references that I have listed, and secondary references mentioned through interviews with primary references or other individuals who know me and knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and other matters related to my suitability for the position.

_____ I authorize my former employers and other references to disclose to the school any and all employment records, performance reviews, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure. In addition, I hereby release the school, my former employers, all other references, and all other parties from all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure. I waive the right to ever personally view any references given to Christ Academy.

I certify that I have carefully read and do understand the above statements.

Name – Please Print

Today's Date

Signature

Date Available to Begin

Return this application to the school office. If an opening occurs for which you may qualify, we will review your application thoroughly. If we have continued interest in your candidacy, we will arrange for a personal interview