

Faith Christian School Professional Application
TEACHER/ADMINISTRATOR APPLICATION

FAITH CHRISTIAN SCHOOL
4100 RONNAKI ROAD
ANNISTON, AL 36207
256-236-4499

Date: _____

Please complete this form in print or type. Where applicable, be sure to include names and addresses of former employers and/or supervisors. Please attach a college transcript to the application.

I. PERSONAL INFORMATION

Teacher Certification/teaching area: _____

Name:

Last _____ First _____ Middle _____

Preferred Name: _____

Present Address: _____

Home telephone: _____ Cell phone: _____

Email address: _____

Date of Birth: _____

Marital Status: (Circle the ones that apply)

Single Married Divorced Widowed Re-married

Children? _____ Ages: _____

Military Status: _____ Years of Military Service: _____ U.S. Citizen? Yes _____ No _____

Denominational Preference: _____ Member of what Church: _____

How often do you attend? _____

Do you desire Christian Education for your own children? _____

FCS teachers must enroll their children at FCS. Is this satisfactory to you? _____

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II. EDUCATION AND EXPERIENCE

A. Education Background

Name of School	City/State	Years	Degree
Secondary: _____			
College: _____			
College: _____			
Graduate/other: _____			

B. Teaching Experience

Practice Teaching: (subject and place) _____

School	City/State	Principal	Years	Reason for leaving
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____

C. Other Work Experience

Employer	City/State	Position Held	Years	Reason for leaving
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____

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III. EDUCATIONAL PREFERENCES

What grades or subjects are you prepared to teach? _____

What grades or subjects would you prefer to teach? _____

What is your strongest area as an educator? _____

What other school activities could you sponsor or assist? _____

List briefly any other experiences that you have had working with children. _____

List briefly extra-curricular activities in high school/college: _____

List any hobbies, talents and interest: _____

Have you had any courses in Christian philosophy of education? Yes ____ No ____
When/where? _____

What do you consider to be the distinctive characteristics of a Christian school? _____

How would your teaching of subject matter in a Christian School differ from your
teaching of a non-Christian school? _____

What do you understand Humanism to be? _____

Are you familiar with humanism's influence in secular school? Yes ___ No__

IV. REFERENCES

Name	Who they are to you?	Best phone number
1. _____		
2. _____		
3. _____		

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V. THEOLOGY QUESTIONNAIRE

Please answer the following questions thoroughly. You may use scripture to support your answers.

Do you consider yourself to be a Christian? Yes _____ No _____

If you were to die tonight and were to stand before God, and He were to ask, "Why should I let you into my kingdom," how would you respond?

Who do you believe Jesus Christ to be? _____

Is Jesus God? Yes ____ No ____

Was Jesus Christ sinless? Yes ____ No ____

Did Jesus rise from the grave? Yes ____ No ____

Was Jesus born of a virgin? Yes ____ No ____

Is the Bible without error? Yes ____ No ____

Do you believe in the Trinity? Yes ____ No ____

Where is Jesus today? _____

What do you believe concerning the Holy Spirit? _____

What do you believe concerning the Bible? _____

Do you believe man to be basically good or basically evil? Explain your answer. _____

What is required by God for salvation? _____

What is repentance? _____

What would you say to a student who asks how he may be saved? _____

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Do you believe that God’s standards for man have changed because of the enormous social changes which have taken place? Example: Abortion, “alternative lifestyles”, relativism, etc. Please explain your answer.

What is your position concerning abortion? _____

What is your position concerning homosexuality? _____

What is your position concerning situational ethics? _____

Are prayer and Bible reading a part of your daily routine? Yes _____ No _____

Please share your Christian Testimony.

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VI. STATEMENTS

A. Statement of Faith

1. We believe the Bible is the written Word of God, inspired by the Holy Spirit and without error in the original manuscripts. The Bible is the revelation of God's truth and is infallible and authoritative in all matters of faith and practice.
2. We believe in the Holy Trinity. There is one God, who exists eternally in three persons: The Father, the Son, and the Holy Spirit.
3. (New Addition) – We believe that in the beginning, God the Father, Son and Holy Spirit, created the heavens and the Earth, their contents, and their kinds of creatures, including mankind. God made mankind, and man and a woman in His own image to glorify Him.
4. We believe that all are sinners and therefore unable to save themselves from God's displeasure.
5. We believe that salvation is by God alone, by grace alone, by Christ alone, and received by faith alone, and is not based upon any human merit.
6. We believe that Jesus Christ is the eternal Son of God, Who, through His perfect life and sacrificial death, atoned for the sins of all who will trust in Him alone for salvation.
7. We believe that Jesus was raised from the dead, ascended into Heaven, and is seated at the right hand of God the Father.
8. We believe that the Holy Spirit indwells God's people and gives them the strength and wisdom to trust and follow Christ.
9. We believe that God has established His Church and is gracious and faithful to His people according to His Covenant promises.
10. We believe that Jesus will return, bodily and visibly, to judge all mankind and to receive His people to Himself.
11. (New Addition) - We believe that the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other.
12. (New Addition) – We believe that God wonderfully created each person, and although in fallen creation some of God's image bearers are born with disorders of sex development, this does not nullify the two genders of Creation or God's sovereignty in determining gender.
13. We believe that all aspects of our lives are to be lived to the glory of God under the Lordship of Jesus Christ.

B. Statement of Educational Philosophy

1. God is the source of all truth, and the Bible is given by Him as our supreme and final authority.
2. All aspects of our educational program will be taught from a Biblical perspective.
3. Students are created in the image of God with unique physical, social, emotional, intellectual and spiritual gifts and therefore are valued individuals whose primary purpose is to glorify God.

4. Students will model what they see; therefore, by God’s grace, all faculty and staff should strive to be Christian role models.
5. Students will be challenged through a variety of appropriate instructional strategies and learning activities.
6. Students are personally responsible and accountable for their behavior and personal integrity.
7. Students learn most effectively in a safe, structured, healthy environment.
8. Faith Christian School works in partnership with families in education, yet the final responsibility for children’s academic and spiritual development is at home.
9. Commitment to continuous school improvement is essential for students to become self-directed, life-long learners.
10. Faith Christian School emphasizes spiritual development, academic excellence, and extra-curricular activities as a means to glorify God.

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C. Vision Statement

Faith Christian School strives to prepare students for college, for life and for eternity.

D. Mission Statement

Faith Christian School endeavors to further God’s kingdom by providing an exceptional college-preparatory education from a biblical perspective in partnership with families and churches, so that students are spiritually, academically, socially, and physically equipped for servant leadership to the glory of God.

E. Core Values and Expected Student Outcomes

1. Necessity of Christ

1 Corinthians 2:2 – *“For I decided to know nothing among you except Jesus Christ and Him crucified.”*

Faith Christian School graduates should:

- know, love, rely upon, and rest in Jesus Christ.
- develop Christ-like character and grow in the Fruit of the Spirit.
- engage our culture from a Christian worldview.
- love the church and be prepared for Christian service.

2. Authority of the Bible

2 Timothy 3:14-17 – *“But as for you, continue in what you have learned and have firmly believed, knowing from whom you learned it and how from childhood you have been acquainted with the sacred writings, which are able to make you wise for salvation through faith in Christ Jesus. All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.”*

Faith Christian School graduate should:

- believe that the Bible is true in all that it affirms.
- believe that God wants to know them and be known by them.
- submit to God’s will by applying His Word in all their circumstances and in all their actions.

3. Community of Grace

Titus 2:11-14 – *“For the grace of God that brings salvation has appeared to all men. It teaches us to say ‘no’ to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age, while we wait for the blessed hope – the glorious appearing of our great God and Savior, Jesus Christ, who gave Himself for us to redeem us from all wickedness and to purify for himself a people that are his very own, eager to do what is good.”*

Faith Christian School graduates should:

- believe that God in His grace secures our place in His family.
- believe that God in His grace sustains us in the Christian life.
- believe that God in His grace moves us to love and forgive others.

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4. Excellence in Academics

2 Peter 1:3 – *“His divine power has granted to us all things that pertain to life and godliness, through the knowledge of Him who called us to His own glory and excellence.”*

Faith Christian School graduates should:

- possess a love for learning and be prepared academically for future success in college life.
- have the initiative to take responsibility for their own learning, work and actions.
- be able to think, communicate, and collaborate to accomplish goals, solve problems, and resolve conflict.

5. Preparation for Life

Romans 12:1-2 – *“I urge you therefore, brethren, by the mercies of God, to present your bodies a living and holy sacrifice, acceptable to God, which is your service of worship. And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what the will of God is, that which is good and acceptable and perfect.”*

Faith Christian School graduates should:

- be able to understand, share and defend their Christian beliefs.
- be equipped to serve God where they live, work and play.
- have a passion for helping the hurting people of the community and the world in a manner that glorifies Jesus.

F. Family Standards

Faith Christian School is a religious institution providing an education in a distinct Christian environment, and it believes that its biblical role is to work in conjunction with the home to mold students to be Christ-like. On those occasions in which the atmosphere or Conduct within a particular home is counter to or in opposition to biblical standards the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or to discontinue enrollment of a student. This includes, but is not necessarily limited to, living in, condoning, or supporting illegal activities, sexual immorality, homosexual acts or sexual orientation, gender identity different from one’s biological gender, promoting such practices, or otherwise the inability to support the moral principles of the school (Leviticus 10:13a, Romans 1:27, Matthew 19:4-6).

VII. Teacher Requirement Guide

It is the opinion of the School Board that the role of teacher (and Head of School) is one of the critical keys to the overall effectiveness of the ministry of FCS. In many respects, the entire fruitfulness of the school stands or falls on the quality of our teachers. Therefore, these criteria are requirements for FCS teachers:

1. Walk with Christ
 - A. Profession of Faith (must be a believer)
 - B. Active membership and participation in a Biblical evangelical church (all other things being equal, preference is given to candidates who are members of Faith Presbyterian Church or are desirous to become part of FPC.)
 - C. Life exemplifies a walk with Christ.

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2. Professional Competence
 - A. College degree in education
 - B. Current certification in their field, however it may be waived in the case of a top-qualified experienced candidate who is willing to pursue and complete certification within three years (within ACSI standards).
 - C. Experience is preferred.
3. Enthusiastic Support for the School
 - A. Gives only good reports of school and follows principles outlined in Matthew 18.
 - B. Children

It is the policy of the Board that teachers at Faith should bring their children to Faith. It is the opinion of the Board that the community is well aware of the fact that the teachers at any particular school know the strengths and weaknesses of the school better than anyone. It is therefore the opinion of the Board that if a teacher teaching at Faith sends her/his child to school somewhere else then it sends a message to the community that there is something wrong with the school. Because the Board feels it is important not so send this message to the community, it is the Board policy to allow all children of teachers to attend Faith tuition free.

Exceptions to this rule of requiring teachers' children to attend FCS will be considered on a case-by-case basis, but need to be limited to those who desire to home school their children themselves; as well as extraordinary circumstances, i.e. special educational situations or special needs cases. (Handicapped, other like circumstances.)

Newly employed teachers who have children in their family who are or will be enrolled in grades 10-12 for their first year of employment will not be required to have these students attend Faith Christian School.

4. Character

It is the opinion of the Board that the character of the teacher is an important component to evaluate in our hiring process. It is, however, much more subjective and thus more difficult to evaluate. Here is a non-exhaustive list of factors which may be examined:

 - A. Reputation in their community
 - B. References
 - C. Witness of their family

Note: We must be careful here, because examination of the “family” necessarily involves examining “other persons” whom the teacher candidate may or may not be able to influence. It is permissible to consider such dynamics as:

(1) Witness of their marriage

Policy: Divorce is not a prima-facie disqualifier. The issue of divorce should be tested by the guidelines of the Sessional position on divorce as it applies to officers. Any divorcee approved by the Board for a teacher position will have to meet with the Session to discuss this particular dynamic.

(2) Witness of their children

Policy: It is appropriate here to mention a Sessional policy concerning the issue of working mothers: “While it is our preference that mothers of small children stay at home with their children, it is not our policy to have an absolute bar against hiring mothers of small children.”

D. Critical Spirit/Propensity to give “Bad Reports”, Gossip, i.e. students, teachers, parents

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E. Submissiveness to authority

F. Opinions of previous employers

VIII. Termination of Teacher Contract or Employment of Staff

A. The teacher or staff member’s inability to render adequate service because of inefficiency, physical disability, or conduct detrimental to the school shall constitute just cause for termination contract. Termination of contract, whether initiated by Faith Christian School or the employee, shall be in accord with the following procedure:

Documentation of cause for termination shall be the responsibility of the Head of School after observation, conference and recommendations for improvements. The Head of School shall have the authority to determine if actions by the employee justify immediate dismissal according to the employee conduct detrimental to the school.

Upon termination of employee’s employment contract, the employee shall receive the salary due, computed on a pro rata basis, up to the effective date of termination.

The Head of School has the authority to place an employee on Leave Without Pay status pending investigation of conduct if questions persist concerning an incident. If the employee is reinstated, then back pay shall also be reinstated.

B. Dismissal Process

Step 1: The decision to fire a teacher or staff member or not to ask a teacher to return belongs to the Head of School and must be confirmed by Senior Pastor.

Step 2: If Senior Pastor fails to confirm, Head of School has the right to appeal to the School Board.

Step 3: The teacher may appeal through the Head of School to Senior Pastor (a joint meeting of all three and no one else).

Step 4: If Senior Pastor confirms Head of School’s decision, there is no other right to appeal. The decision is final.

Step 5: The matter will be reported to the School Board for information purposes.

IX. FCS GUIDELINES

A. Alcohol:

The Biblical Perspective

The Word of God is our authority on all matters of faith and practice. It is our understanding that the teachings of the Scriptures on the issue of the consumption of alcohol is as follows:

1. Consumption is not a prima facie sin
 - A. Jesus Himself drank real wine
--the kind of wine which breaks wineskins during fermentation process (Mk. 2:22)
 - B. Paul's advice to Timothy to drink wine for medicinal purposes (1 Tim 5:23)
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2. Consumption can lead to sin:
 - A. Drunkenness
 - B. Violation of the Love Ethic (1 Cor. 8, 1 Cor. 10)
 - C. Violation of the civil government guidelines (Rom 13)
 3. As much as we might wish all consumption of alcohol to be a sin per se, we cannot go beyond what God teaches. While we may individually choose not to consume, we cannot mandate a behavior upon this issue which God Himself has chosen not to do.

The Experiential Perspective

The consumption of alcohol is the source of deep serious societal problems today. Consumption has destroyed families, destroyed lives, and has threatened to destroy our society as a whole. People drink excessively. People drink to escape. People become addicted without ever intending to do so. People who drink and drive take the lives of the innocent. Alcohol Consumption has left a trail of bodies—the dead and the wounded.

School Guidelines

We feel that two positions are permissible for our faculty and staff.

1. Abstinence: While this position is not specifically required by the Scriptures, it may indeed be the wisest choice. It is a position worthy of serious consideration by the mature Christian who desires not to bring his witness for Christ into question by participation in behavior that has led into much sin. This position also avoids the ever-constant possibility of causing a fellow Christian to stumble.
2. Moderate consumption in extreme sensitivity to the conscience of others:
 - A. School Time
Obviously, any consumption of alcohol during school hours, at school events, on school property, or at any time in which a student at a “school” event could smell it on one’s breath would be inappropriate.
 - B. Personal Time
 - (1) Observation #1: We want to be very careful as an employer to insure that we do not fall into the sin of “legalistic rule setting” in order to prevent behaviors which we might feel could jeopardize the witness of our school to

Christ. We want to be clear in saying that in those areas of Scripture which allow for Christian liberty, we do not want to usurp the role of the Holy Spirit. It is the conviction of the Spirit of God, not external rules, which should guide each of us in drawing our own limits in areas of Christian liberty.

(2) Observation #2: Having set down the principle of observation #1, we want to emphasize that the Holy Spirit has set down a clear guideline in His word. The guideline is as follows: Our liberty to enjoy a behavior is limited by the Love Ethic—i.e. “take care lest this liberty of yours somehow become a stumbling block to the weak.” (1Cor. 8:9) Our liberty to participate in a behavior must always be tempered with our sensitivity to others who may be caused to stumble.

(2) Observation #3: The role of a teacher or staff member at Faith is a high visibility position within the broad “Biblical-evangelical” community in Anniston. That community includes a number of parents who teach in their homes that the consumption of alcohol is a behavior which Christian believers

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should forsake for the sake of their witness to Christ. For these parents (or their children) to observe a Faith Teacher or staff member consuming alcohol may well result in their “stumbling”. As a School Committee, we must ask that our teachers/staff be sensitive to this dynamic, and exercise great care in the public use of their liberty for the sake of those who will misunderstand it. At times, it may be wise to restrain from public consumption.

(4) Observation #4: Obviously, any consumption (public or private) which is immoderate or leads to ungodly behavior would be inappropriate.

B. Tobacco Usage

1. The general principles governing the “Christian Liberty vs. Love Ethic” dynamics may be found in the FCS Guidelines on the Issue of Alcohol Consumption.
2. Evidence shows that the use of tobacco is detrimental to one’s health, and the School Committee would prefer that all our teachers and staff refrain from using tobacco products.
3. For those that the Lord may call to teach or serve here who may choose to use tobacco products, the following two guidelines apply:
 - A. School Time: Any usage of tobacco (in any form) during school hours, at school events, on school property, or at any time in which a student at a “school” event could smell it on one’s breath (or see it in their mouth) would be inappropriate.
 - B. Personal Time: The role of a teacher or staff member at Faith is a high visibility position with the broad “Biblical-evangelical” community in Anniston. That community includes a number of parents who teach in their homes that the usage of tobacco is a behavior which Christian believers should forsake for the sake of their witness to Christ. For these parents (or their children) to observe a Faith Teacher or staff member using tobacco may well result in their “stumbling”. As a School Committee, we must ask that our teachers/staff be sensitive to this dynamic, and exercise great care in the public use of their liberty for the sake of those who will misunderstand it. At times it may be wise to restrain from public usage.

C. Abstinence from Illegal Drugs

I hereby commit myself to abstain from the use of illegal drugs while employed as a faculty member at Faith Christian School

I understand and accept all these guidelines as written above in this application. I certify that all representations contained in this application are true to the best of my knowledge.

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X. State of Commitment of Good Report Guidelines

In obedience to the Word of God, I hereby commit myself to the goal of giving only good reports. When this is not possible, I purpose to remain silent or to privately go to the person, confirm my goal, and explain the offense that would hinder me from giving a good report. I hereby purpose to approach an offender in a spirit of genuine love having first examined and corrected my own attitudes and actions. Only if I am unable to restore an offender will I share the problem with others according to the principles of Scripture. When I violate this goal, I purpose to ask forgiveness knowing that God resists the proud but gives grace to the humble.

I understand and accept these standards and guidelines as written above in this application. I certify that all representations contained in this application are true to the best of my knowledge.

Applicant Signature

Date Signed

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**Employee Conciliation Clause
Required for Employment at FCS**

The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian church (See Mathew 18:15-20; 1 Corinthians 6:1-8). Therefore, the parties agree that any claim or dispute arising from or related to this agreement shall be settled by biblically based mediation and, if necessary, legally binding arbitration in accordance with the Rules of Procedure for Christian Conciliation (A copy of these Rules are available in the school office) of the Institute for Christian Conciliation. Judgment upon an arbitration decision may be entered in any court otherwise having jurisdiction. The parties understand that these methods shall be the sole remedy for any controversy or claim arising out of this agreement and expressly waive their right to file a lawsuit in civil court against one another for such disputes, except to enforce an arbitration decision. Normal communication regarding complaints and/or grievances will be handled according to the process outlined in the School Handbook under “Complaints and Grievances”.

I agree with this approach to resolve any disputes which may arise with my association with Faith Christian School.

Applicant Signature

Date Signed

Faith Christian School

ACKNOWLEDGMENT AND AUTHORIZATION FOR BACKGROUND CHECK

For Employees

I, hereby authorize Faith Christian School and/or its agents to make an independent investigation of my background, references, character, past employment, education, credit history, criminal, or police records, including those maintained by both public and private organizations and all public records for the purpose of confirming the information contained on my application and/or obtaining other information which may be material to my qualifications for employment now, and if applicable, during the tenure of my employment with **Faith Christian School**. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by **IntelliCorp Records, Inc., 3000 Auburn Drive, Suite 410, Beachwood, Ohio 44122; Tel. No. 1.888.946.8355; www.intellicorp.net**.

I release **Faith Christian School** and/or its agents and any person or entity, which provides information pursuant to this authorization, from any and all liabilities, claims, or lawsuits in regards to the information obtained from any and all of the above referenced sources used.

I do _____do not _____ authorize you to contact, through IntelliCorp Records, Inc., my current employer for Employment and Reference Verifications. (Checking **“I do”** will authorize inquiries to the Human Resources Department and to any listed supervisors.)

I also consent to have any legally required notices sent electronically.

PLEASE PRINT

Last Name	Middle Name	First Name	(Maiden Name if applicable)
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Present Street Address	How long?
------------------------	-----------

City/State	Zip
------------	-----

Former Street Address	How long?
-----------------------	-----------

City/State	Zip
------------	-----

Date of Birth	Social Security Number	Driver’s License Number	Expiration Date	State Issued
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Email address (may be used for official correspondence)

Printed Name

Signature

Date

Please provide a copy of your drivers’ license.