

Application for Employment Southcrest Christian School

Please Print

Date _____

First Name _____ Middle Initial _____ Last Name _____

Address _____ City _____ State _____ ZIP _____

Home Phone _____ Cell _____

Date of Birth _____ Social Security # _____

E-mail Address _____

Christian: Yes _____ No _____ Church where you are a member _____

Have you ever been accused of child abuse? Yes _____ No _____

In case of an emergency, please notify: Name _____

Home Phone _____ Cell _____

General Information

Position Applying For _____

What days and hours are you available to work? _____

What date are you available to start work? _____ Are you willing to work overtime? _____

Do you have any special skills, training, or experience which may help you qualify for employment? _____

If yes, please explain _____

Do you have any certificates which would help you to qualify for employment? _____

If yes, please explain _____

Have you ever been convicted of a crime, excluding misdemeanors and summary offenses? Yes _____ No _____

If yes, please explain _____

Educational Background

Type of School	Name	How Many Years Attended	Graduated	Course or Major
High School			<input type="checkbox"/> Yes <input type="checkbox"/> No	
College			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Post Graduate			<input type="checkbox"/> Yes <input type="checkbox"/> No	
Other			<input type="checkbox"/> Yes <input type="checkbox"/> No	

Southcrest's Code of Ethics and Rules

1. Smoking or use of tobacco products in the presence of children is prohibited.
2. Using, possessing, or being under the influence of alcohol or illegal drugs will not be tolerated.
3. I will not abuse children including:
 - A. Physical Abuse - strike, spank, shake, or slap
 - B. Verbal Abuse - humiliate, degrade, threaten
 - C. Sexual Abuse - including inappropriate touching and exposure
4. I must treat children of all races, religions, and cultures with respect and consideration.
5. I must use positive techniques of guidance, including positive reinforcement and encouragement rather than competition, comparison or criticism.
6. I shall abstain from humiliating or frightening discipline techniques.
7. I shall not use profanity.
8. I will refrain from intimate display of affection toward others.
9. I must be free of physical and psychological conditions that might adversely affect children's health, including fever or contagious conditions.
10. I will portray a positive role model for children & youth by maintaining an attitude of respect, loyalty, patience, integrity, courtesy, tact and maturity.
11. I will do everything in my power to avoid being put in a situation where I am alone with a child or youth other than my own.
12. Suspected abuse or neglect of a child should be reported to the school office.
13. I understand that as a volunteer or paid worker for Southcrest Christian School, I will be subject to a background check, including criminal history.

I understand that any violation of this code may be grounds for removal as a paid worker.

Signature

Date

Printed Name

My Personal Testimony

Please use the following questions as a guide to share your testimony with me. Please use the back of the page if you need more space.

Name _____

Date of Salvation _____ Date of Baptism _____

Were you baptized after you were saved? _____

Were you baptized by Immersion? _____

1. What my life was like before I received Christ _____

2. How I knew that I needed Christ _____

3. What took place when I received Christ _____

4. How my life has been different since Jesus saved me _____

Name

Date

Disqualifying Offenses

No person may serve with youth or children who has ever been convicted of any Disqualifying offense, been on probation or received deferred adjudication for any disqualifying offense, or has any presently pending criminal charges of any disqualifying offense before a determination of guilt is made including any person who is presently on deferred adjudication.

Disqualifying offenses are as follows:

- a. A felony or misdemeanor or classified as an offense against the person or family, or involves an offense against the person or family.

Examples: Offenses against the person include, but are not limited to murder, assault, sexual assault, injury to a child, and abandoning or endangering a child.

Offenses against the family include, but are not limited to bigamy, incest, interference with child custody, enticing a child, and harboring a runaway child.

- b. A felony or misdemeanor classified as an offense against public order or indecency.

Examples: Offenses against public order or indecency include, but are not limited to prostitution, obscenity, sexual performance by a child, possession or promotion of child pornography, and disorderly conduct.

- c. A felony or misdemeanor violation of any law intended to control the possession or distribution of any substance included as a controlled substance in the Texas Controlled Substances Act.

Driving while intoxicated is not a disqualifying offense, but you may not drive a church vehicle.

All other convictions or questions are subject to discussion on a case by case basis. At least two staff persons will interview the candidate and discuss at length the issue and possible levels of service.

Acknowledgements

(Please Initial)

_____ I understand that the responsibilities I am assuming involve contact and/or interaction with minors, a condition for accepting the responsibilities is that I am not one who has ever, or currently abuses minors, including, but not limited to abusing them sexually. I also understand that condition for accepting the responsibilities is that I do not have a paraphiliac diagnosis (example: pedophilia, exhibitionism, and voyeurism.)

Southcrest Christian School Dress Code Guidelines

- . No bare feet**
- . When you wear sandals - clean feet & toe-nails**
- . Hair - neat and clean**
- . Skirts - knee length**
- . Modest neck-lines (you will be bending over to take care of children)**
- . NO tank tops**
- . Modesty in wearing clothes that are not too tight - tops, skirts, jeans, etc.**
- . No mid-drifts showing**
- . No under wear showing at waist line**
- . No tongue, nose, belly button, or body Piercing (showing)**
- . No jeans that that the hems have walked on making the hem frayed and dirty**

Employment Experience

Please start with you most recent job and include all periods of employment, self-employment, and volunteer work

From:	Employer's Name/Address/Phone	Job Title
To:		Reason for leaving
From:	Employer's Name/Address/Phone	Job Title
To:		Reason for leaving
From:	Employer's Name/Address/Phone	Job Title
To:		Reason for leaving

May we contact the employers listed above?

List any volunteer work you have done with children _____

List any talents or special skills in art, music, drama, etc. _____

Personal References

Please do not list relatives or former employers.

Name	Phone Number

Certification and Acknowledgement

I am aware that a criminal history background record check will be made on all employees. I authorize the school to thoroughly investigate my work experience and other matters related to my suitability for employment. In addition, I hereby release the school, my former employees, and all other persons from any and all claims, demands, or liabilities arising out of, or in any way related to, such disclosure. I acknowledge that, if employed, both the school and I have the right to terminate the employment relationship at any time, with or without advance notice. This employment at will relationship will remain in effect throughout my employment with the school and may not be modified by any oral or implied agreement. In the event of employment, I understand that false or misleading information given in my application or interview may result in termination.

Applicant's Signature _____ Date _____

STATEMENT OF FAITH

WE BELIEVE the Bible to be the inspired, the only infallible, inerrant Word of God (2 Timothy 3:15; 2 Peter 1:21).

WE BELIEVE there is only one God, eternally existent in three persons - Father, Son, and Holy Spirit (Genesis 1:1; Matthew 28:19; John 10:30).

WE BELIEVE in the deity of Christ (John 10:33); His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:35); His sinless life (Hebrews 4:15; 7:26); His miracles (John 2:11); His vicarious and atoning death (1 Corinthians 14:3; Ephesians 1:7; Hebrews 2:9); His resurrection (John 11; 25; 1 Corinthians 15:4); His ascension to the right hand of the Father (Mark 16:19); His personal return in power and glory (Acts 1:11; Revelation 19:11).

WE BELIEVE in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone we are saved (John 3:16-19; Romans 3:23; Romans 5:8-9; Ephesians 2:8-10; Titus 3:15).

WE BELIEVE in the resurrection of both the saved and lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28-29).

WE BELIEVE in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9; 1 Corinthians 12:12-13; Galatians 3:26-28).

WE BELIEVE in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (Romans 8:13-14; 1 Corinthians 3:16; 6:19-20; Ephesians 4:39; 5:18).

WE BELIEVE that all true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the cause of Christ, and temporal judgments on themselves, yet they shall be kept by the power of God through faith and salvation. (Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7, 19-22; Isaiah 5:1-7; Matthew 16:18-19, 25:34; Luke 1:68-79, 2:29-32, 24:44-48; John 1:12-14).

WE BELIEVE marriage is a covenant between one man and one woman and God immutably bestows gender upon each person as male or female to reflect His image. (Genesis 2:22-24)

DISCLOSURE and AUTHORIZATION – BACKGROUND INVESTIGATION

In connection with my application for employment or to serve as a volunteer with **Southcrest Baptist Church or Southcrest Christian School**, I understand that a “consumer report” and/or “investigative consumer report”, as defined by the Fair Credit Reporting Act (15 U.S.C.

§ 1681), will be requested by Client for employment or volunteer purposes, whichever is applicable, from Protect My Ministry, Inc., (“Protect My Ministry”), a consumer reporting agency as defined by the Fair Credit Reporting Act. These reports may include information as to my character, general reputation, personal characteristics or mode of living, whichever are applicable. They may involve interviews with sources such as my neighbors, friends or associates. The report may also contain information about me relating to my criminal history, credit history, driving and/or motor vehicle records, social security number verification, verification of education or employment history, worker’s compensation (only after a conditional job offer) or other background checks. Such reports may be obtained at any time after receipt of this Disclosure and Authorization and if I am hired or serve as a volunteer, whichever is applicable, throughout the course of my employment or volunteer service, as permitted by law and unless revoked by me in writing. Client also reserves the right to share my report with any third-party with whom I will be placed to work or volunteer with as a representative of Client. I understand that I have the right, upon written request made within a reasonable amount of time after the receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report to Protect My Ministry, Inc., 14499 N. Dale Mabry Hwy., Suite 201 South, Tampa, FL 33618 or 1-800-319-5581. For information about Protect My Ministry’s privacy practices, see www.protectmyministry.com.

Acknowledgement and Authorization

By signing below, I authorize Client or its authorized agents to obtain or prepare consumer reports or investigative consumer reports about me. I acknowledge receipt of a copy of the federal notice entitled *A Summary of Your Rights under the Fair Credit Reporting Act* and certify that I have read this Disclosure and Authorization as well as the summary document explaining my rights under the Fair Credit Reporting Act.

FIRST NAME _____ MIDDLE NAME _____

LAST NAME _____ OTHER NAMES USED _____

HOME ADDRESS _____ CITY _____ STATE _____ ZIP _____

SOCIAL SECURITY NUMBER _____ DOB _____

DRIVERS LICENSE NUMBER _____ STATE ISSUED _____

TELEPHONE NUMBER _____

EMAIL ADDRESS _____

SIGNATURE _____ TODAY’S DATE _____