



CROSSROADS CHRISTIAN SCHOOL

PO Box 249 ♦ Henderson, NC 27536 ♦ (252) 431-1333 Office ♦ (252) 431-0333 Fax ♦ www.ccscolts.org

Staff Application

Date Applied _____ Social Security # _____ Date of Birth _____

Name _____
Last First Middle Maiden

Home Address _____ Zip _____

College Address _____ Zip _____

Home Phone _____ Cell Phone _____ Email _____

A. POSITION DESIRED

TEACHING – List the top three grade levels or subject areas of preference:

1st _____ 2nd _____ 3rd _____

ADMINISTRATIVE (please specify) _____

B. PROFESSIONAL QUALIFICATIONS

From which high school did you graduate? _____

Location: _____

EDUCATIONAL BACKGROUND (List most recent school first.)

COLLEGE/ UNIVERSITY NAME	LOCATION	DATES ATTENDED	DATE GRADUATED	DEGREE EARNED	MAJOR(S)	MINOR(S)

List and describe any Bible, theology, and/or Christian education courses you have _____

List and describe any informal Bible training you have _____

List and describe courses taken in Christian philosophy of education or training you have received to teach in a Christian School: _____

What plans do you have for further training? _____

What type of teacher's certificate do you hold, in what area, and in what state? _____

PLEASE LIST YOUR TEACHING EXPERIENCE BEGINNING WITH THE MOST RECENT.

(Include home-school experience for kindergarten and above.)

NAME OF SCHOOL	LOCATION	GRADE/ SUBJECT	DATES	REASON FOR LEAVING	SUPERVISOR

PLEASE ANSWER THE FOLLOWING QUESTIONS

Where did you do your student teaching?

Supervisor _____

School Name _____

Location _____

Dates of student teaching _____ Grade or Subjects taught _____

What grade did you receive? _____

PLEASE LIST OTHER WORK OR RELATED EXPERIENCE (Beginning with the most recent)

EMPLOYER	LOCATION	POSITION	DATES	REASON FOR LEAVING	SUPERVISOR

C. SPECIAL QUALIFICATIONS

Indicate the appropriate letter(s) if you have *Interest* (I), *Training* (T), or *Experience* (E) in the following:

_____ Art _____ Yearbook _____ Music _____ Newspaper _____ Computers _____ Drama
 _____ Debate _____ Foreign Language _____ Latin _____ Vocal Music _____ Instrumental Music
 _____ Science/Nature _____ PE _____ Sports Specify _____

List any academic, athletic, or other extra-curricular activities you have participated in, honors received, and offices held: _____

List any memberships that you have in professional organizations: _____

List any additional educational advantages that you have including travel: _____

D. EDUCATIONAL PHILOSOPHY (Please attach additional pages to application if more space is needed.)

The role of the teacher in the Christian school classroom is: _____

The role of the parent in the education of the children is: _____

Classroom discipline: _____

Building a child's self-image: _____

Why are you interested in teaching at Crossroads Christian School? _____

E. CHRISTIAN BACKGROUND AND PHILOSOPHY (Please attach additional pages if more space is needed.)

Give a brief account of how and when you became a Christian and your Christian experience since then:

Give your own definition of a Christian: _____

Do you adhere to the Statement of Faith of CCS? (See paragraph P on page 7) _____

Do you believe in the inspiration of the Scripture? _____

Do you believe that Jesus Christ is God manifested in the flesh? _____

What authority does Scripture have in your life? _____

Are you involved in a personal or group Bible study? _____ If so, what? _____

What is your denominational preference? _____

What church do you attend? _____

What is the address of your local church? _____

In what capacity are you active in the church? _____

Are you a member in good standing at your church? _____

How long have you been a member? _____

F. GENERAL INFORMATION

What is your general state of health? _____

Are you a carrier of any contagious diseases? _____ If so, what? _____

List any recent serious illness: _____

Do you have any physical problems or limitations like diabetes, etc.? _____ If so, what? _____

List any physical or emotional limitations that might hinder your efficiency in this position: _____

List any criminal convictions and the date of the convictions: _____

List the books (secular and/or Christian) that you have read in the past year: _____

Do you subscribe to the Mission Statement of Crossroads Christian School without mental reservation or equivocation? (See paragraph O on page 7.) _____

If no, please explain: _____

Interest, hobbies, and any additional information: _____

G. PERSONAL INFORMATION

Gender _____ Marital Status: _____ Single, never married _____ Married
Divorced _____ Separated
Widowed _____

If married: Spouse's Name _____ Employer _____

Work Phone _____ Cell Phone _____

Please list chronologically all children in the family from oldest to youngest:

NAME	DATE OF BIRTH	SCHOOL ATTENDING (IF APPLICABLE)	LIVE AT HOME?

H. PROSPECTIVE STAFF MEMBER’S STATEMENT OF INTEGRITY

I understand and agree that any offer of employment that I may receive from Crossroads Christian School is conditional upon the receipt of background information, including a criminal background check and a credit check. The school may refuse employment or terminate conditional employment if the school deems any information to be unfavorable or to reflect adversely on the school or on me as a Christian role model. I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that discovery of falsification of any statement or a significant omission of fact may prevent me from being hired, or if hired, may subject me to immediate dismissal regardless of the time elapsed before discovery. If I am released under these circumstances, I further understand that I will be paid and will receive benefits only through the day of release. If hired, I will abide by the policies and procedures set forth in the Student Handbook, Teacher Handbook, and the Board of Governors Manual of Policy and Procedures.

Prospective Staff Member’s Signature _____ **Date** _____

I. Prospective Staff Member’s Statement of Cooperation

As a prospective staff member of Crossroads Christian School, I understand that a criminal background check and a credit check are required for employment, paid for by CCS. Upon consideration for a position, I will complete an Employment Verification Form. I also understand that checks on education, previous employment, motor vehicle records, and references may be conducted if deemed applicable by the Headmaster, paid for by CCS. I further certify my commitment to the standards of conduct designated by the school. I will maintain a commitment to a local church of like faith and set an example to the students, parents, and community by faithfully attending (weekly) and actively serving in my church as God leads me. I promise to fulfill my responsibilities to the best of my ability. I will faithfully seek to present the Gospel to my students and their families. I will in good faith carry out the provisions of my contract, the Teacher Handbook, and the Student Handbook.

Prospective Staff Member’s Signature _____ **Date** _____

J. Christian Conciliation Statement (Grievance Procedure)

Because the work wherein we are engaged is an area involving the religious tenants of belief and is composed of spiritual activities over an educational function and that it is a sacred undertaking, we cannot authorize anything other than arbitration before the believers for any kind of dispute that may exist. Arbitration in this manner is the only biblical means which is acceptable for discipline purposes. I Corinthians 6:1-8 is very clear on this point and as believers we should waive all rights to take our cause before a court of law. The grievance procedure of the Personnel Policies of the Teacher Handbook is in no way intended to deny the rights of any individual to seek a satisfactory solution, but to provide a biblical model for conflict resolution. As an employee, I agree to follow the grievance procedure as set forth in the Teacher Handbook under Personnel Policies.

Prospective Staff Member’s Signature _____ **Date** _____

K. REFERENCES

NAME	POSITION/RELATIONSHIP	STREET/CITY/STATE/ZIP	HOME PHONE #
	PASTOR		
	PRINCIPAL OR EMPLOYER		
	WORK ASSOCIATE		

May we contact your present employer? _____ If yes, please provide the following information:

Name	Address	Phone
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L. APPLICATION CHECKLIST

- Completed Application
- Updated Resume
- Recent Picture Attached
- College Transcript Attached (original)
- Three Letters of Recommendation (Pastor, Principal/Employer, and Work Associate)

M. SCHOOL VERSE

Romans 12:2 “And do not be conformed to this world but be transformed by the renewing of your mind that you may be able to prove what is that good and acceptable and perfect will of God.”

N. NON-DISCRIMINATION POLICY

Crossroads Christian School admits students of any race, color, national, and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students of the school. It does not discriminate on the basis of race, color, national, or ethnic origin in administration of its educational policies, scholarship and loan programs, and athletic and other school administered programs. The Non-Discrimination Policy of Crossroads School also includes the hiring of faculty and administrative staff. CCS makes no distinction concerning an individual’s race or ethnic background because we acknowledge that there can be no preferential treatment with God (Romans 2:11). We are bound to extend our ministry to all we can reach if we carry out our Lord’s Great Commission (Matthew 28:18).

Prospective Staff Member’s Signature _____ **Date** _____

O. MISSION STATEMENT

Crossroads Christian School partners with parents to develop the whole child by providing a challenging academic environment in which to prepare men and women who serve Christ and their community from a biblical world view.

I understand and agree with the CCS Mission Statement.

Prospective Staff Member's Signature _____ **Date** _____

P. STATEMENT OF FAITH

As stated in the Articles of Incorporation: The general nature and object of the corporation shall be to conduct an institution or institutions of learning for the general education of youth in the essentials of culture and its arts and sciences, giving special emphasis to the Christian faith and the ethics revealed in the Holy Scriptures; to prepare young people academically and spiritually to impact society; to affirm unqualifiedly and to teach the divine inspiration of the entire Bible, the creation of man by the direct act of God, His vicarious atonement for the sins of all people by the shedding of His blood on the cross, the resurrection of His body from the tomb, His power to save mankind from sin, the new birth through the regeneration of the Holy Spirit, and the gift of eternal life by the grace of God. This statement of faith shall never be amended, modified, altered, or changed as to the provisions hereinbefore set forth."

I understand and agree with the CCS Statement of Faith.

Prospective Staff Member's Signature _____ **Date** _____

Q. ACSI STATEMENT OF FAITH

1. We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God (II Timothy 3:15, II Peter 1:21).
2. 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).
3. We believe in the deity of Christ (John 10:33), His vicarious and atoning death (I Corinthians 15:3, Ephesians 1:7, Hebrews 4:15, 7:26), His resurrection (John 11:25, I 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 and Revelation 19:11).
4. 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, 5:24, Romans 3:23, 5:8,9, Ephesians 2:9-10, Titus 3:5).
5. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28-29).
6. We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, I Corinthians 12:12-13, Galatians 3:26-28).
7. 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, I Corinthians 3:16, 6:19-20, Ephesians 4:30, 5:18).

I understand and agree with the ACSI Statement of Faith.

Prospective Staff Member's Signature _____ **Date** _____

BACKGROUND INVESTIGATION CONSENT

I, _____, hereby authorize Crossroads Christian School, and 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 Crossroads Christian School.

I release Crossroads 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 law suits in regards to the information obtained from any and all of the above referenced sources used.

The following is my true and complete legal name and all information contained herein is true and correct to the best of my knowledge:

Applicant/Employee Name and Signature	Date
- - - Social Security Number*	Date of Birth

*Note: The above information is required for identification purposes only, and is in no manner used as qualifications for employment. Crossroads Christian School is an Equal Opportunity Employer, and does not discriminate on the basis of Sex, Race, Religion, Age (40 and over), Handicap or National Origin.

CA, MN & Oklahoma Residents please note: In connection with your application for employment, your credit report will be obtained and reviewed. Under CA & MN law, you have a right to receive a free copy of your credit report by checking the appropriate box below. Your credit report will be mailed to you by the credit bureau. Under Oklahoma law, you have the right to receive a free copy of your consumer report.

- YES, I am a California resident and would like a free copy of my credit report; or
- YES, I am a California resident and would like a free copy of my investigative consumer report.
- YES, I am a Minnesota resident and would like a free copy of my consumer report.
- YES, I am an Oklahoma resident and would like a free copy of my consumer report.

Printed Name _____
Street Address _____
City, State Zip _____

Employer please note: If the consumer checks "Yes" regarding the consumer report, or if a CA consumer checks "Yes" regarding the credit report (and you do request a credit report, please fax this form to your ChoicePoint service center. If consumer checks "Yes" regarding the full consumer report, and consumer resides in CA, you will need to provide the individual with a copy of their consumer report.

Account Number: _____