



# LAKELAND CHRISTIAN SCHOOL

## STAFF APPLICATION

Michael M. Sligh, Headmaster  
Wayne Shimko, Secondary Principal  
Fred Wiechmann, Elementary Principal  
Luci O'Byrne, Primary Grades Principal

1111 Forest Park Street  
Lakeland, Florida 33803  
Phone: (863) 688-2771  
Fax: (863) 682-5637  
[www.lcsonline.org](http://www.lcsonline.org)

**LAKELAND CHRISTIAN SCHOOL**  
1111 Forest Park Street  
Lakeland, FL 33803

**EMPLOYMENT APPLICATION**

Your interest in Lakeland Christian School is appreciated. We invite you to fill out this application and return it to our school office. If an opening occurs for which it appears you may qualify, your application will be forwarded to the appropriate school administrator. We also may contact references. If we have a continued interest in your candidacy, you will be contacted for a personal interview.

We realize the key to a successful Christian school is its staff. We are grateful for those who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models. Luke 6:40

We look forward to receiving your application. Thank you for your interest in the ministry of our school. It is our prayer that God will fulfill His perfect will in your life.

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**APPLICANT'S NAME AND ADDRESS**

Full Name \_\_\_\_\_

Application Date \_\_\_\_\_ Date Available for Employment \_\_\_\_\_

Present Address \_\_\_\_\_

Phone: Days (\_\_\_\_) \_\_\_\_\_ Evenings (\_\_\_\_) \_\_\_\_\_

Social Security Number \_\_\_\_\_

**POSITION DESIRED**

Position for which you are applying \_\_\_\_\_

Please list your special abilities/experience for the position in which you are applying? \_\_\_\_\_

How were you referred to LCS?

**CHRISTIAN BACKGROUND**

Do you consider yourself to be a Christian? \_\_\_\_\_

Please state your definition of a Christian \_\_\_\_\_

What is your local church affiliation? \_\_\_\_\_

Are you presently a member in good standing? \_\_\_\_\_ Number of years attending? \_\_\_\_\_

In what church activities are you regularly involved? \_\_\_\_\_

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## EMPLOYMENT HISTORY

Please start with your current or most recent employer and list your employers for the past ten years.

1. Employer \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Your responsibilities \_\_\_\_\_  
Supervisor's name and phone number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

2. Employer \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Your responsibilities \_\_\_\_\_  
Supervisor's name and phone number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

3. Employer \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Your responsibilities \_\_\_\_\_  
Supervisor's name and phone number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

4. Employer \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Your responsibilities \_\_\_\_\_  
Supervisor's name and phone number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

## EDUCATION

	Name and Location	Number of Years Attended	Date Graduated
High School			
College			
Business/Trade School			
Other Training			

**PERSONAL REFERENCES**

Please list references that are qualified to speak of your spiritual experience, Christian service, and character. Please do not list family members or relatives for references.

1. Name \_\_\_\_\_ Phone Number (\_\_\_\_) \_\_\_\_\_  
Complete Address \_\_\_\_\_  
Relationship \_\_\_\_\_

2. Name \_\_\_\_\_ Phone Number (\_\_\_\_) \_\_\_\_\_  
Complete Address \_\_\_\_\_  
Relationship \_\_\_\_\_

3. Name \_\_\_\_\_ Phone Number (\_\_\_\_) \_\_\_\_\_  
Complete Address \_\_\_\_\_  
Relationship \_\_\_\_\_

**OTHER INFORMATION**

Have you been convicted of any offense? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, explain \_\_\_\_\_

Is there any reason why you might be unable to perform the duties and responsibilities of the position for which you are applying? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, explain \_\_\_\_\_

If you answered "yes" to the above question, is there anything that the school can do to reasonably accommodate your needs so that you would be qualified for this position? \_\_\_\_\_

If you are offered a position, will you be able to verify that you are legally permitted to be employed in the United States? \_\_\_\_\_

Have you read the Staff Qualification Sheet (attached)?  
\_\_\_\_\_

Are there any elements to which you cannot subscribe or standards you do not meet?  
\_\_\_\_\_

If yes, please attach an explanation.

Have you read and signed the Statement of Faith (attached), and do you fully subscribe to it? \_\_\_\_\_

If no, please attach your explanation.

## APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Lakeland Christian School does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or disability.

I hereby certify that the facts set forth in this application are true and complete to the best of my knowledge. I understand that the discovery of falsification of any statement or 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 receive benefits only through the date of release.

I authorize Lakeland Christian School to thoroughly investigate references, work records, evaluations, education, and other matters related to my suitability for employment.

I authorize references and my former employers 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 Lakeland Christian School, my former employers, references, and all other parties from any and 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 Lakeland Christian School.

Since I will be working with and around children, I understand that I must submit to a fingerprint check by the FBI and the Department of Law Enforcement. I agree to fully cooperate in providing and recording as many sets of my fingerprints as necessary for such an investigation. I also authorize Lakeland Christian School to conduct a criminal records check.

Lakeland Christian School is a drug-free workplace. All candidates will be required to pass a drug test as a condition of employment.

I understand that this is only an application for employment and that no employment contract is being offered at this time.

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

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Applicant's Name (please print)

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Applicant's Signature

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Date

# Lakeland Christian School

## Statement of Faith

Basis: The basis of the School shall be the Word of God as interpreted by the following statement of faith:

1. We believe the Bible to be the inspired and only infallible authoritative Word of God.
2. We believe that there is one god, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, and in His personal return in power and glory.
4. We believe that for salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost: those who are saved unto the resurrection of life, and those who are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.

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Applicant's Name (please print)

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Applicant's Signature

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Date

## EMPLOYEE QUALIFICATIONS OF LAKELAND CHRISTIAN SCHOOL

Please initial each statement and sign below indicating your commitment to comply with these requirements while an employee of Lakeland Christian School.

- \_\_\_\_\_ 1. Each employee shall give clear testimony to being a born again Christian. His/Her lifestyle will evidence this fact, including an on going walk with the Lord, and a pattern of spiritual growth. (Romans 10:9, 10; I Timothy 4:12)
- \_\_\_\_\_ 2. Each employee shall be serving the Lord as a faithful participant in a local, evangelical church. (Hebrews 10:24, 25)
- \_\_\_\_\_ 3. Each employee is to be well adjusted personally and socially. Each should be able to demonstrate the ability to share love for others; live contentedly under authority; have a teachable spirit, and a wholesome family life. (Ephesians 5:18-6:9)
- \_\_\_\_\_ 4. The spouse of each employee must be united with them in their support of the school, and the ministry that they will have here. (I Timothy 3; Ephesians 5:22-23)
- \_\_\_\_\_ 5. Since we all fail daily in thought, word, and deed, the Christian school employee should model repentance and faith as an on-going pattern of life. Conflicts should be resolved by biblical means with a view to guard the unity of the believers. (Matthew 18: 15-20; Galatians 6:1; Ephesians 4:3)
- \_\_\_\_\_ 6. Employees are to manifest, in precept and example, both on and off the campus, the lifestyle of a responsible Christian role model. The Word of God is final authority on all matters of faith and conduct. Therefore, actions expressly forbidden in the scripture are never acceptable. Included among these are such acts as drunkenness, stealing, lying, gossip and the use of slanderous or profane language. Promiscuity, extramarital sex, use of pornography, homosexual behavior or any deviant sexual relationship or conduct violates the biblical standards of a Christian role model. Also condemned by scripture are attitudes such as greed, jealousy, pride, lust, bitterness, hostility, and an unforgiving spirit and prejudice based on race, sex and socioeconomic status. Use of illicit drugs or misuse and abuse of prescription drugs is not acceptable. Restraint and discretion in the choice of entertainment, literature, and all media consumption should demonstrate concern for holiness of life and the ability to exercise sound judgment based on biblical principles. Employees should be sensitive to the influence that their actions and attitudes have on others. (Galatians 5:13; I Corinthians 6:19-20; Romans 1:24-32; I Timothy 4:12; Luke 6:40; Colossians 3:17) Since tobacco has been shown to be injurious to health, employees are to refrain from the use of tobacco in any form.
- \_\_\_\_\_ 7. Employees enter into a contractual agreement with the school. The contract and its related forms signify agreement with the school, and the biblical and operational standards by which it functions. Failure to live by terms of the contract or the standards, as generally outlined above, are grounds for termination or non-renewal of contract. (Ecclesiastes 5:4-5)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Board Approved 12/6/06

In applying for employment, I hereby declare my unconditional acceptance as to the basis and purpose of Lakeland Christian School Incorporated, and subscribe fully to the Staff Qualifications and the Statement of faith, which I have read and signed. In signing I agree to conduct myself as a Christian role model and in so doing in a manner that befits the purposes, policies, and philosophy, and objectives of the School. I fully concur with the biblical basis of the school's standards and agree to comply with all of them. I submit myself to the authority of the school in regard to my employment, and fully subscribe to the conditions of this document and those attached. In the event of my voluntary resignation I agree to a minimum of 14 days notice. In the event of my termination I agree to the stipulated policies of the school.

***I FURTHER AGREE:***

That in the event of any disagreement, controversy, or claim arising out of or related to my employment, including any disagreement with the school or its representatives regarding my employment, salary, benefits, position, or duties, I will follow the Biblical instruction to resolve the issue within the school structure. In the event such a controversy, disagreement, or claim cannot be resolved within the school structure, I will agree to submit the issue to the Christian Conciliation Service for resolution according to the rules of said service. The Florida Arbitration Code shall not apply to any arbitration or award under this Agreement. I further agree to abide by the decision rendered by the Christian Conciliation Service. Neither the school nor I shall institute litigation or any Court proceedings as to any matter that can be properly submitted to the Christian Conciliation Service. The mediation and arbitration process shall be conducted in accordance with the "Rules of Procedure of Christian Conciliation" contained in the Peacemaker Ministries booklet, Guidelines for Christian Conciliation. If either party of this Contract files any court proceedings prior to the issue being fully determined by the Christian Conciliation Service, the court shall stay its own proceedings until Christian Conciliation Service has completed its determination process and the matter has been fully handled by said service, at which time the Court shall enter an order confirming the decision or award rendered by the Christian Conciliation Service.

Prospective Employee: \_\_\_\_\_ Date: \_\_\_\_\_