



LAKELAND CHRISTIAN SCHOOL

STAFF
APPLICATION

Michael M. Sligh, Headmaster
Keith Overholt, Secondary Principal
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LAKELAND CHRISTIAN SCHOOL INITIAL STAFF APPLICATION

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

We realize that 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 initial application. Thank you for your interest in the ministry of Lakeland Christian School.

A. Applicant's Name and Address

Full name: _____
Application date: ___/___/___ Date available for Employment: ___/___/___
Are you at least 21 years old? ___ Yes ___ No
Present address: _____

Preferred Phone: Days (___) _____ Evenings (___) _____
Best time to call you? _____ Social Security # _____
How long have you lived at the above address? _____ Email Address _____
Permanent address and phone number, if different than present address

B. 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? _____

C. Christian Background

On separate paper, briefly give your Christian testimony.

Do you consider yourself to be a Christian? _____
Please state your definition of a Christian _____

Bible: Do you believe the Bible to be the ONLY inspired and infallible Word of God, our final authority in all matters of faith, truth and conduct? Yes _____ No _____
Signature: _____

Statement of Faith:
Please carefully read our Statement of Faith and indicate below your degree of support.
_____ I fully support the Statement as written without mental reservations.
Signature: _____

_____ I support the Statement except for the area(s) listed and explained on a separate paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.
Signature: _____

Church Service:
Denominational preference? _____
What is your local church affiliation? _____
Are you presently a member in good standing? _____ Years? _____
In what church activities are you involved and with what degree of regularity?

List other Christian ministry and service in which you have served.

Devotional Prayer Life:
Describe your routine of personal Bible study and prayer life. _____

What have you read recently that has helped you spiritually? _____

D. Employment History

Please start with your current or most recent employer and work backwards for the past five years. If necessary, you may make copies of this page or follow the same format and use the reverse side.

1. Employer _____
Position _____ Dates of Employment _____
Supervisor's Name _____ Phone _____
Email Address _____
Reason for leaving _____
2. Employer _____
Position _____ Dates of Employment _____
Supervisor's Name _____ Phone _____
Email Address _____
Reason for leaving _____
3. Employer _____
Position _____ Dates of Employment _____
Supervisor's Name _____ Phone _____
Email Address _____
Reason for leaving _____
4. Employer _____
Position _____ Dates of Employment _____
Supervisor's Name _____ Phone _____
Email Address _____
Reason for leaving _____

Have you ever worked under a different name for any of the employers you have listed? If so, what was the name or names? _____

E. Education

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

F. Personal References

You will need to sign the **Reference Release Form** that is attached and return it with this application. Do not list family members or relatives for references.

Reference: 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 (____) _____
*Email Address _____
Relationship _____

2. Name _____ Phone Number (____) _____
*Email Address _____
Relationship _____

3. Name _____ Phone Number (____) _____
*Email Address _____
Relationship _____

*If no email is available, please provide a complete mailing address including ZIP code.

G. 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? Yes _____ No _____

Have you read the Employee Qualification Sheet (attached)? Yes _____ No _____

Are there any elements to which you cannot subscribe or standards you do not meet? Yes _____ No _____
If yes, explain _____

Have you read and signed the Statement of Faith (attached), and do you fully subscribe to it?
Yes _____ No _____ if no, explain _____

Applicant's Certification and Agreement **Authorization to Release Reference Information**

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 initial application are true and complete to the best of my knowledge. I understand that the 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 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 children, I understand that I must submit to a fingerprint check by the FBI and the Florida Department of Law Enforcement. I agree to fully cooperate in providing and recording as many sets of my fingerprints as are necessary for such an investigation. I 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.

Applicant's Name (Print)

Applicant's Signature

Applicant's Social Security Number

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/coach 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 active 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 and have a teachable spirit. (Ephesians 5:18-6:9)
- _____ 4. The spouse of each married 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 the 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. 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. Since tobacco has been shown to be injurious to health, employees are to refrain from the use of tobacco in any form. (Galatians 5:13; I Corinthians 6:19-20; Romans 1:24-32; I Timothy 4:12; Luke 6:40; Colossians 3:17)
- _____ 7. Marriage is defined as a lifelong covenant between one man and one woman (Genesis 2:24). God immutably bestows gender upon each person as male or female (Genesis 1:27). The marriage bond is holy and is an expression of the relationship between Christ and His church (Ephesians 5:31-33). This institution is defined by God in scripture and is not subject to human modification. Biblical moral standards dictate that sexual relations are to be reserved for the marriage relationship (I Thessalonians 4:3-7; Hebrews 13:4; Romans 13:13; Ephesians 5:3). Therefore, promiscuity, co-habitation, extramarital sex, use of pornography, homosexual behavior, expression of sexual orientation or transgender identity not in keeping with one's biological sexual identity or any deviant sexual relationship or conduct violates the biblical standards of a Christian role model (Romans 1:21-27, I Corinthians 6:9-20, Genesis 1:27, Leviticus 18:22-23). All employees/coaches are required to identify with, dress in accordance with, and use the facilities associated with their biological gender.
- _____ 8. Each faculty member shall be committed to the Christian philosophy of education as adhered to and taught by the school. (I Corinthians 2:13; Colossians 2:8)
- _____ 9. The children of full-time faculty members are required to be in attendance at the school during their kindergarten, elementary and secondary school years. Exceptions may be granted by the board of directors on a case by case basis.

- _____ 10. Faculty members must exhibit the gift of teaching, with a clear ability to communicate and discipline effectively. They must sense a clear leading from the Lord to minister here. (I Corinthians 7:21-24; Romans 12:7b-12)
- _____ 11. Faculty members must be college graduates that are certifiable by the Association of Christian Schools International (ACSI) and the State of Florida. Teaching certificates from other states may be used until the required certificates are in place. ACSI certification requires, in addition to the professional course work, a course in the Christian philosophy of education, and Continuing Education Units (CEU) in Bible. Active pursuit of the required certification is a condition of continued employment. (I Corinthians 12:12-26)
- _____ 12. By signing this form you agree to comply with the standards and requirements set forth above. Failure to live by such standards and requirements are grounds for termination of employment for cause. (Ecclesiastes 5:4-5)

Signature

Date

Print Name

STATEMENT OF FAITH

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

We believe the Bible to be the inspired and only infallible authoritative Word of God. (2 Timothy 3:16; 2 Peter 1:21-22; 1 Thessalonians 2:13; 2 Peter 3:16; John 5:39)

We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit. (Deuteronomy 6:4; 1 Corinthians 8:6; Malachi 3:6; John 1: 1-3,14; John 10:30; John 15:26)

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. (Isaiah 7:14; Luke 1:27-35; John 1:1,14, 20; Romans 1:3-6; Romans 3:25; Romans 6:9; Galatians 4:4; Philippians 2:6; 1 Timothy 3:16; Hebrews 1:1-2; Hebrews 9:14; 1 John 2:2)

We believe that for salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential. (John 6:44; Ephesians 1:13; Ephesians 2:4-9; 1 Peter 3:18; Titus 3:5-7)

We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life. (John 15:26; Galatians 5:16-18; 1 Corinthians 6:11; 2 Thessalonians 2:13; Romans 8:1-11)

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. 2 Corinthians 5:10; Ecclesiastes 7:14; Romans 14:12; 2 Thessalonians 1:9; Hebrews 9: 27; Acts 24:15; 1 Corinthians 15:51-57; 1 Thessalonians 4: 15-18; 2 Timothy 4:11)

We believe in the spiritual unity of believers in our Lord Jesus Christ. (1 John 3:16; Galatians 6:10; 1 Corinthians 12:13; 1 John 5:11; 1 Peter 3:8; Ephesians 4:1-6, 13-16)

We believe that God has established marriage as an exclusive relationship between one man and one woman and that all intimate sexual activity outside the marriage relationship, whether heterosexual, homosexual, or otherwise, is immoral and therefore sin. (Gen. 2:24-25, Ex. 20:14, 17, 22:19, Lev. 18:22-23, 20:13, 15-16, Matt. 19:4-6, 9, Rom. 1:18-31, 1 Cor. 6:9-10, 15-20, 1 Tim. 1:8-11; Jude 7)

We believe that God created the human race male and female and that all conduct with the intent to adopt a gender other than one's birth gender is immoral and therefore sin. (Gen. 1:27; Deut. 22:5)

We believe that because God created all human life it is of inestimable worth and to be valued and protected in all its dimensions from conception through natural death. (Ps. 139).

This Statement of Faith does not exhaust the extent of our beliefs. The scriptures of the Old and New Testaments are the inerrant and inspired Word of God, and speak with final authority concerning truth, morality, and the proper conduct of mankind. For purposes of this school's faith, doctrine, educational philosophy, beliefs, core values, policies, practices, and discipline, the Board of Directors has final interpretive authority on the meaning and application of the Bible.

Signature_____

Date_____

Print Name_____

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, 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 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: _____