

**SALEM CHRISTIAN ACADEMY
FACULTY APPLICATION**



*Please attach a resume with this application.

First _____ Middle _____ Last _____
Present Street Address _____
P.O. Box _____ City _____ State _____ Zip _____
Home phone () _____ Cell () _____
Email Address _____

Social media account names:

Facebook _____ Instagram _____
Twitter _____ Other _____

Position Desired _____
Full time _____ Part time _____

Do you have a CDL license with passenger approval? **YES** **NO**

Church you are currently attending: _____

Are you a member? **YES** **NO**

Pastor's Name: _____

Church phone () _____

Church Activities you are involved in: _____

PERSONAL BACKGROUND

Marital Status: Single Married Widowed Divorced Remarried

Spouse's Name _____

*Children: Name/Age/Current Grade

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

EDUCATIONAL BACKGROUND:

(Include High School, College, Graduate Work, Summer Sessions)

NAME & LOCATION OF SCHOOL: Dates: Degree/Diploma: Major/Minor:

(Please attach an unofficial transcript or an accurate listing of the college courses taken, credits, grades earned.)

SPECIAL QUALIFICATIONS:

Circle any of the following for which you have special training, experience or interest:

Art Cafeteria Drama Foreign Language Fundraising Yearbook
Music Newsletter STEM P.E. Technology/Programming
Robotics Sports Substitute Other _____

List any activities or services that you have guided or assisted:

Hobbies or other interests not mentioned above: _____

BIBLE TRAINING:

Please list any formal Bible and theology training:

_____ (credits earned)

List the books that you read to strengthen your faith and teaching skills:

Are you prepared to teach a Bible class in your preferred grade level? _____

GENERAL EDUCATIONAL BACKGROUND:

What teaching licenses/certifications do you hold?

Do you have plans for further education? _____

Have you ever been dismissed or asked to resign? **YES NO** If yes, please explain in detail.

Have you ever been convicted or plead guilty to a crime? **YES NO** If yes, please explain in detail.

TEACHING EXPERIENCE:

Grade and/or Subjects: School/Year(s):

1. _____

2. _____

3. _____

4. _____

5. _____

Where did you complete your student teaching? _____

Present employer & address:

May we contact them? **YES NO**

Are you presently under contract with another school system? **YES NO**

If yes, which school system? _____

Why do you wish to make a change from your present employer?

PERSONAL VIEWS:

How long have you had assurance that Jesus is your Lord and Savior? _____

Describe how you came to know Jesus. _____

State what you consider to be the most important function of the Christian school and the distinctive features of its educational practice. _____

Have you recognized the calling of the Lord in your life toward Christian school teaching? If so, please describe.

As a teacher at Salem Christian Academy, how would you manage your classroom?

Are you prepared to lead a young person to accept Christ as Savior? _____

Would you want your children to be educated in a Christian school? State your reasons. Please answer hypothetically, even if you do not have any children.

Can you perform the essential functions of the job for which you are applying, with or without reasonable accommodation? _____

REFERENCES

List the names of individuals who can testify as to your character and ability. Please include a spiritual leader, pastor and a previous supervisor.

SPIRITUAL — A spiritual leader who knows you well:

Name _____

Organization/Address _____

Position _____ City/State _____ Phone _____

Email _____

PASTORAL — Pastor of a church you are now attending:

Name _____

Organization/Address _____

Position _____ City/State _____ Phone _____

Email _____

PROFESSIONAL — Someone who has supervised your work:

Name _____

Organization/Address _____

Position _____ City/State _____ Phone _____

Email _____

WAIVER AND CONSENT

I, _____ hereby certify that the information I have on this application for employment is true and correct. I authorize Salem Christian Academy to verify the information provided on this application by contacting the references and employers listed, by conducting a criminal records check, or by other means, including contacting others not listed. I authorize the references and employers listed in this application to provide whatever information they may have regarding my character and fitness for the job for which I have applied. I have read this waiver and the entire application, and I am fully aware of its contents.

Signature of Applicant

Date

Employment at Salem Christian Academy is open to qualified individuals who are Christians of good character. Salem Christian Academy does not discriminate in employment, or in the terms and conditions of employment, on the basis of race, sex, national or ethnic origin, color, age, or disability. Salem Christian Academy is an educational ministry within Salem Baptist Church, and as such, utilizes religion as an employment criteria. All prospective and current employees must agree with Salem Christian Academy's mission statement, and they must be willing to conduct their lives in conformity with the school's statement of faith and the school's declaration and agreement to ethical and moral integrity, serving as a Christian role model.

SALEM CHRISTIAN ACADEMY



Mission of Salem Christian Academy

SCA is a community Christian school assisting families by providing academic excellence while instilling biblical principles in its students' lives so they might reach and impact the next generation with a life "all in" for Jesus.

Vision of Salem Christian Academy

SCA stands as a lighthouse of Kingdom Education for those seeking a Christ-centered place of excellence and a loving and caring environment where students can launch into adult life equipped with the character and skills to navigate successfully for God's service.

Statement of Doctrinal Beliefs

1. **The Scriptures:** We believe that the entire Bible is verbally inspired by God and is inerrant in the original writings. Through the providence of God, the Word of God has been protected and preserved, and is the only infallible and authoritative rule of faith and practice (2 Tim. 3:16-17; 2 Pet. 1:20-21).
2. **God:** We believe that there is only one true, living, sovereign, holy, and eternally existent God. He exists in three co-equal persons, Father, Son, and Holy Ghost, each being a distinct person and with a distinct function, but all of one essence and all possessing the same nature, perfections, and attributes. The triune God is the creator and sustainer of all things, the source of all truth, and is worthy of worship, confidence, and obedience (Deut. 6:4-5; Gen. 1:31).
3. **Jesus Christ:** We believe that Jesus Christ is God. He was conceived by the Holy Spirit, born of a virgin, lived a sinless life, performed many miracles, shed His blood on the cross to pay the debt of our sins, was buried, bodily resurrected, ascended to the right hand of the Father, and will return literally, visibly, and personally, in glory and power (Jn. 1:1-3; 14; Matthew 1:18-25; Phil. 2:5-9; Col. 1:15; I Cor. 15:1-8; Acts 1:11).
4. **Holy Spirit:** We believe that the Holy Spirit of God is co-equal and co-existent with the Father and the Son. He convicts of sin, the chief agent of regeneration and

sanctification. The Holy Spirit lives within every believer and empowers every believer to live a godly life (Jn. 14:16-19; 16:7-15; I Cor. 6:19-20; Rom. 8:9,11; Titus 3:5).

5. **Mankind:** We believe that in the beginning God created mankind in His image and is not in any sense the product of evolution. We believe in the literal seven days of Creation as written in God's Word. Mankind was originally created with the ability to live perfectly for God's glory (Gen. 1:1-27,31).
6. **Sin:** We believe that Adam, the first man, sinned by disobedience. This act resulted in the fall of mankind, therefore, all people have sinned and lost their ability to live for the glory of God. Every person's sin incurs both physical and spiritual death until there is forgiveness and salvation by the grace of God (Gen. 3:1-24; Rom. 3:10-23; 5:12-21; 6:23).
7. **Salvation:** We believe the salvation of lost and sinful people is a free gift of God's grace apart from human works, based solely upon Christ's vicarious and atoning death, affected by the regenerating work of the Holy Spirit, and received only through faith in the person and finished work of Jesus Christ on the cross and His resurrection from death (Eph. 2:8-10; 2 Cor. 5:21).

Statement on Marriage, Gender, and Sexuality

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27). 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. (Gen 2:18-25.) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor. 6:18; 7:2-5; Heb. 13:4.) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, transgender or bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20; 1 Cor. 6:9-10). We believe that in order to preserve the function and integrity of Salem Christian Academy, as a ministry within Salem Baptist Church, and to provide a biblical role model to the Salem Christian Academy families and community, it is imperative that all persons employed by Salem Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16; Phil 2:14-16; 1 Thess. 5:22). We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.)

I have read the above Statement of Doctrinal Beliefs of Salem Christian Academy, understand it, and agree with the principles therein.

Signature of Applicant

Date

DECLARATION OF MORAL INTEGRITY

Salem Christian Academy expects all employees and volunteers to model the same Christian values and lifestyle that it seeks to instill in its students. As an employee or a volunteer in the ministry of this Christian school, I _____ recognize, understand, and agree to live by the Christian moral standards of the school. These standards are based on the principles laid out in Scripture and the Ten Commandments.

All SCA employees are expected to exhibit a high degree of personal integrity at all times as is laid out in Scripture. This demands moral integrity in every area both at work and in personal life. Whether employees are on or off SCA property, their conduct reflects on SCA and more importantly on Christ. Employees are consequently expected to exhibit the highest standards of Christian behavior at all times. These standards include but are not limited to honesty, not participating in gossip, kindness and patience with others, a strong work ethic and modeling strong Christian character. Scriptures such as Exodus 20, I Peter 3:8-17 and Galatians 5:16-26 more clearly define good Christian moral character.

I understand that the expectation is that SCA employees will not behave indecently or engage in immoral or abusive conduct during work time or on/off SCA property.

SCA is taking this extra level of communication to make sure that everyone is very clear on our stance on sexual purity. Therefore, we ask that each person commit to the following.

I commit that (1) during the past year I have not engaged in, (2) at the current time I am not engaging in, (3) I promise I will not engage in, and (4) I will not condone in my personal, teaching or professional standards during the term of my employment or volunteering, inappropriate sexual conduct including, but not limited to, such behaviors as: sexual activity outside of marriage (including premarital sex, cohabitation, extramarital sex, homosexual, lesbian, transgender, sexual harassment, viewing of pornographic material or websites, sexual abuse or any other sexual misconduct or improprieties toward minors as defined by Scripture and federal or state law. (Gen. 2:24, Heb. 13:4)

I declare that all of the above information and statements are factual and true. My signature below indicates that I meet the moral integrity standards and Christian role model life-style requirements of Salem Christian Academy.

I understand that any intentional falsification of any portion of this agreement will be grounds for immediate dismissal.

Signature of Applicant

Date

Salem Christian Academy

PORTRAIT OF A SCA TEAM MEMBER

SCA seeks to employ team members with the tools necessary to make a positive difference in the world for Jesus Christ. All team members must:

- **Be Christians whose hearts have been changed by the saving grace of Jesus Christ**
- **Love God and love others enthusiastically**
- **Live a moral life consistent with biblical teachings and as a testimony for our Lord, Jesus Christ**
- **Be motivated by God-given love and compassion for children, young people, and others**
- **Have a biblically based life foundation, know the Scriptures, and adhere to the inerrancy of the Scriptures**
- **Have a heart for service and be mission-oriented**
- **Display fruit of the Spirit with students, parents, and co-workers**
- **Be mature believers who refrain from gossip and slander, but seek biblical conflict resolution when issues arise**
- **Commit to ongoing spiritual growth including personal devotion and active involvement in a local church**
- **Be passionately called to the SCA mission and committed to and in whole-hearted agreement with the SCA Statement of Faith, Gender/Marriage and the Declaration of Moral Integrity**

Social and Emotional Portrait

SCA seeks to employ team members with the ability to function in a healthy and mature manner in a complex and challenging world. All our team members must:

- **Be approachable and humble**
- **Be team players who are willing to put the team ahead of individual gain**
- **Be resilient in difficult situations while also being transparent when help is needed**
- **Be flexible and have a sense of humor**
- **Be able to handle conflict in a biblical, mature, and grounded way with a forgiving spirit**
- **Be emotionally stable individuals who have the ability to deal with disappointments, setbacks, and successes**

- **Have personal and social skills that will foster strong and healthy relationships with children and adults**
- **Have a wise and discerning spirit that is biblically based**
- **Expect and believe the best in others**
- **Have a positive spirit and outlook even in difficult situations**

Professional and Intellectual Portrait

SCA wants its team members to use their professional and intellectual gifts to make SCA a better, more productive, and efficient place. All our team members must:

- **Be teachable and coachable as well as open and responsive to constructive feedback**
- **Be organized and structured in planning, but flexible when needed**
- **Have a strong work ethic, initiative and commitment to lifelong learning**
- **Have integrity and preparation to share the truth in love**
- **Have mastery in their specific area and competence in teaching and/or area of service**
- **Be people focused, yet efficient and effective**
- **Respect others and support those in authority**
- **Have good communication abilities, both written and verbal**
- **Strive to have students reach their full potential while seeing students as individuals with various giftings, talents, and abilities**