

MARYVILLE CHRISTIAN SCHOOL

2525 Morganton Road
Maryville, TN 37801
865-681-3205
865-681-4086 (Fax)

APPLICATION FORM ~ Educational Staff



*But those who hope in the Lord will renew their strength.
They will soar on wings like eagles; they will run and not grow weary,
they will walk and not be faint. Isaiah 40:31*

Thank you for your interest in the ministry of Maryville Christian School. It is our prayer that God will fulfill His perfect will in the lives of all applicants. 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 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, exemplify Christ.

NAME: _____

POSITION DESIRED: _____ FULL-TIME _____ PART-TIME _____

APPLICATION DATE: _____ DATE AVAILABLE: _____

I. APPLICANT'S NAME AND ADDRESS

Full name: Miss Mrs. Mr. _____

Present Address: _____

Telephone Number: Days _____ Evenings _____

Email Address: _____

Best time to call: _____

How long have you lived at the above address? _____

II. POSITION DESIRED

Preference: (Please indicate 1st, 2nd, 3rd choice in parentheses.)

() Kindergarten () Elementary () Middle School () High School

Grade or subject in order of preference:

1. _____ 2. _____ 3. _____

Special Abilities: Please list activities or sports which you would be capable of and be willing to direct, sponsor, advise, or coach. (Indicate grade or ability level.)

III. CHRISTIAN BACKGROUND

On a separate sheet of paper briefly give your Christian testimony, detailing your conversion experience.

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 _____

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.

_____ I support the statement except for the area(s) listed and explained on a separate page.

Are there any additional doctrines or convictions not a part of the statement we should be aware of? YES _____ NO _____ If yes, please write out on a separate page.

BIBLICAL LIFESTYLE STATEMENT

Please carefully read our Biblical Lifestyle Statement and indicate below your degree of support.

_____ I fully support the statement as written without mental reservations.

_____ I support the statement except for the area(s) listed and explained on a separate page.

Signature: _____

CHURCH SERVICE

What is your local church affiliation? _____

Are you currently a member in good standing? _____ Years? _____

In what church activities are you involved and with what degree of regularity?

What other Christian service have you done since becoming a Christian?

DEVOTIONAL LIFE

What is your definition of a Christian?

Describe your routine of personal Bible study and prayer.

What books have you read recently that have helped you spiritually?

IV. PROFESSIONAL QUALIFICATIONS

Please attach photocopies of all your college transcripts. Should you be offered a position, official copies will be required to be submitted for inclusion in your personnel file.

FORMAL TRAINING

What degree(s) do you hold?

<u>DEGREE</u>	<u>MAJOR(S)</u>	<u>DATE RECEIVED</u>	<u>INSTITUTION</u>
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Cumulative GPA: _____ Undergraduate: _____ Graduate: _____

TEACHING EXPERIENCE

Sequentially list your teaching experience, beginning with the most recent.

SCHOOL _____
ADDRESS _____
DATES EMPLOYED _____
GRADE LEVEL/SUBJECT TAUGHT _____
OTHER RESPONSIBILITIES _____
REASON FOR LEAVING _____
SALARY _____

SCHOOL _____
ADDRESS _____
DATES EMPLOYED _____
GRADE LEVEL/SUBJECT TAUGHT _____
OTHER RESPONSIBILITIES _____
REASON FOR LEAVING _____
SALARY _____

SCHOOL _____
ADDRESS _____
DATES EMPLOYED _____
GRADE LEVEL/SUBJECT TAUGHT _____
OTHER RESPONSIBILITIES _____
REASON FOR LEAVING _____
SALARY _____

SCHOOL _____
ADDRESS _____
DATES EMPLOYED _____
GRADE LEVEL/SUBJECT TAUGHT _____
OTHER RESPONSIBILITIES _____
REASON FOR LEAVING _____
SALARY _____

To what degree are you familiar with various Christian or secular curriculums (i.e., A Beka, Bob Jones, Saxon math, Glencoe, MacMillan, etc.)

Describe how teacher evaluations have been helpful to you.

V. **PERSONAL PHILOSOPHY**

On separate paper, please label and succinctly answer, in one or two paragraphs, each of the questions below. Attach a copy of your personal Christian philosophy of education.

- A. Why do you wish to teach at Maryville Christian School?
- B. What are the main characteristics that distinguish a Christian school from a public school?
- C. What do you consider to be the proper classroom atmosphere for learning?
- D. What is your philosophy of discipline?
- E. What areas do you feel are your strengths? Weaknesses?
- F. Please summarize any additional information that you would like to present regarding your candidacy for this position.

VI. **REFERENCES**

You will need to sign the Applicant's Certification and Agreement form that is attached and return it with this application. Do not list family members or relatives as references.

Personal: Give three references who are qualified to speak of your spiritual experience and Christian service. Please include your current pastor.

<u>NAME</u>	<u>ADDRESS</u>	<u>PHONE #</u>	<u>POSITION</u>
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Professional: Give three references who are qualified to speak of your professional training and experience. Please list your current or most recent administrator first.

<u>NAME</u>	<u>ADDRESS</u>	<u>PHONE #</u>	<u>POSITION</u>
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VII. **PERSONAL INTERESTS**

List memberships, offices, and honors attained in:

High School _____

College _____

Currently _____

List your hobbies and personal interests: _____

What periodicals do you regularly read? _____

VIII. PERSONAL INFORMATION

If you answer yes to any of the questions in the following section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job-relatedness, and subsequent rehabilitation will be considered.

Have you ever been convicted of a criminal offense (felony or misdemeanor, except for minor traffic violations)? You will need to answer yes if you have entered into a plea agreement, including a postponed judgment arrangement, in connection with a criminal charge. (You need not disclose criminal convictions that are contained in sealed or deleted records.) Yes No

Do you have any pending charges against you for which you are awaiting disposition?
 Yes No

Have you ever entered a plea of guilty or a plea of “no contest” (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime other than a minor traffic offense?
 Yes No

Have you ever been suspended, been discharged, or resigned in lieu of discharge from any position?
 Yes No

Have you ever resigned a position to avoid termination or discharge? Yes No

IX. APPLICANT’S CERTIFICATION AND AGREEMENT

I understand that Maryville 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 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 Maryville 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.

I waive the right to ever personally view any references given to Maryville Christian School.

Since I will be working with children, I understand that I must submit to a criminal records check by federal and state authorities. I authorize Maryville Christian School to conduct a criminal records check.

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 Signature

Date

DECLARATION OF MORAL INTEGRITY

Maryville Christian School expects all of its employees and its volunteers with unsupervised access to children to model the same Christian values and lifestyle that it seeks to inoculate in its students. As an applicant for a ministry position as an employee or as a volunteer at this school, I, (print name) _____ recognize, understand, and agree to live by the Christian moral standards of the school.

Maryville Christian School expects all of its employees and volunteers to maintain a lifestyle based on biblical standards of conduct (please refer to our Biblical Lifestyle Statement). Failure to do so may result in dismissal from employment. It is the goal of Maryville Christian school that each employee or volunteer will have a lifestyle in which He “might have the preeminence” (Colossians 1:18).

I declare (a) that at the current time I am not engaging in, and (b) that I promise I will not engage in, during the term of my employment or volunteering, inappropriate sexual conduct. Inappropriate conduct includes, **but is not limited to**, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, and sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

I declare that the above statement is factual and true. My signature below indicates that I meet the moral-integrity standards and Christian role model lifestyle requirements of this Christian school.

Applicant’s Signature

Date

Administrator’s Signature
(After discussion with applicant)

Date

“Marriage should be honored by all, and the marriage bed kept pure, for God will judge the adulterer and all the sexually immoral.” Hebrews 13:4

**“A student is not above his teacher, but everyone who is fully trained will be like his teacher.”
Luke 6:40**

MCS MISSION STATEMENT

The mission of Maryville Christian School is to partner with Christian parents by providing an academically excellent, Biblically-based education, producing students with distinctive Christian character.

MCS STATEMENT OF FAITH

1. We believe the Bible to be the inspired and authoritative Word of God and the standard by which all knowledge is judged and taught. (2 Timothy 3:16-17)
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit. (Matthew 28: 18-20)
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, in His ascension to the right hand of the Father, and in His personal return in power and glory. (I Corinthians 15:3, 1 Peter 2:21-24, John 3:16).
4. We believe that through Adam all men have inherited a sinful nature and we are all under the wrath of God; we are spiritually dead, and are without hope, except for God's mercy. (Romans 5:12, Ephesians 2:1-3, Romans 6:23)
5. We believe that all those who are regenerated by God's Holy Spirit, and who thus repent and believe in Jesus Christ as Saviour and Lord, will receive forgiveness of sins, reconciliation to God, and eternal life. This salvation is received apart from any works. Good works do not assist in our salvation, but rather result from our salvation. (John 3:1-8, Luke 13:1-5, Romans 3:21-30, Ephesians 2:8-9)
6. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life. (Galatians 5:22-23)
7. We believe in the resurrection of both the saved and the lost; that those who are in Christ are saved unto the resurrection of life, and those who are outside of Christ are lost unto the resurrection of damnation. (John 5:29, Acts 24:15)
8. We believe that all believers in our Lord Jesus Christ are united in the Body of Christ (John 17:21-23) and are eternally secure in this relationship. (John 10:28, Romans 8:35-39)
9. We believe that children and adolescents should be taught in Christian love. (Hebrews 12:6, Revelation 3:19)
10. We believe that teaching and learning should be accomplished through the cooperative effort of parents and teachers, for the Bible places primary responsibility for the total education of the child on the parents. (Proverbs 22:6, Deuteronomy 6:4-9)

BIBLICAL LIFESTYLE STATEMENT

Maryville Christian School (MCS) believes God creates every person in His image. Human sexuality reflects that image in terms of fulfillment through intimate love, communication, fellowship, subordination of the self to a greater good. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people and for revealing that truth is this relationship, one God with one people. Therefore, a monogamous lifelong relationship between one man and one woman expresses God's plan for human sexuality within the framework of Biblical marriage. This divinely designed relationship provides for the birth and rearing of children and creates a union made in the sight of God, taking priority over every other human relationship. (Gen. 1:27-28; 2:18, 20, 23-24; Isa. 54:4-8; 62:5b; Jer. 3:14; Ezek. 16; Hosea 2; Mal. 2:14; Matt. 19:4-6; Mark 10:9; John 2:1-2, 11; 1 Cor. 9:5; Eph. 5:23-32; 1 Tim.5:14; Heb. 13:4; and Rev. 19:7-8.)

Maryville Christian School is a religious, non-profit Christian school representing Jesus Christ assisting parents in nurturing their children, spiritually, academically, physically, and socially, to become His disciples. The Biblical and philosophical goal of MCS is to work with families who desire themselves and their children to develop into mature, Christ-like individuals who will exhibit a Christ-like life. This endeavor involves the school's understanding and belief in what qualities exemplify moral and sexual purity based on its interpretation of Scripture.

MCS believes in order to follow the Scriptural teaching concerning marriage, we must affirm the immorality and sinfulness of sexual relationships outside of Biblical marriage and of sexual relationships between persons of the same sex. MCS abhors ignoring God's laws of chastity and purity, and opposes public acceptance of sexual promiscuity and all factors and practices that promote it. The school maintains a Biblical view of human sexuality that makes the sexual experience, within the framework of marriage, a gift of God enjoyed as communion of a man and woman, as well as for the purpose of procreation. Sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. While MCS recognizes the depth of the sinfulness of homosexual practice, we believe in the sufficiency of God's grace in overcoming both the practice of such activity and the perversion leading to its practice. (Ex. 20:14, 17; 22:19; Lev. 20:10-16; Matt. 5:32; 19:19; Mark 10:11-12; and Luke 16:18.)

Gender differentiation and male/female uniqueness are part of a divine design that God indelibly engraved upon creation. God gives our bodies to us for spiritual and relational purposes, as well as physical ones. He desires the most fundamental distinctions we experience as human beings as a reminder that our completeness ultimately resides in communion primarily with Himself followed by communion with others. For this reason, "The Lord God said, 'It is not good for the man to be alone. I will make a helper suitable for him'" (Genesis 2:18). Personal fulfillment involves intimate fellowship and union with God, as exemplified by the ideal of Christ as the bridegroom and the Church as His bride (Ephesians 5:22-32 and Revelation 19:7-9). Based on our Biblical and theological study, we find no argument for a "third gender" among humans. Gender confusion and dysphoria are ultimately the biological, psychological, social, and spiritual consequences of the human race's fallen condition. This state of depravity affects all persons individually and collectively. While society is at liberty to legitimize any behavior it chooses simply by reclassifying and renaming it, Christ-followers adhere to Biblical boundaries. It is our Christian conviction that renaming them cannot normalize sin and its expressions. We call upon Biblical Christians to continue to accept their role as witnesses who speak prophetically about the need for repentance and sanctification in every cultural setting.

MCS stands firmly upon Biblical truth claims and moral foundations of Christianity. This includes, the Biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear Biblical teaching that gender is both sacred and established by God's design. By enrolling their children in MCS, parents or the legal guardians are agreeing to support these and other basic Biblical values derived from a historic, evangelical Christian perspective. Parents understand and agree that MCS will teach these principles and Biblical values.

In addition, the Board urges parents to recognize their scriptural responsibility (validated by Deuteronomy 6:1-9, Psalm 78:5, 6, and Proverbs 22:6) to provide their children with a Christian education and to understand that the primary responsibility for this task rests with the parents (Ephesians 6:4). MCS was founded and continues to operate upon Biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment. MCS will only accept students who are willing to support the school's philosophy of Christian education, student conduct codes, and the school's stated positions and whose parents are willing to allow

their children to be educated in and influenced by an intentional Christian environment. Continued enrollment at MCS is contingent upon this same understanding and continued support by both the student(s) and parents.

As a religious institution providing an education in a distinct Christian environment, MCS believes its Biblical role is to work in conjunction with the home to mold students to be Christ-like. On occasions in which the atmosphere or conduct within a particular home or the activities of the student are counter to or in opposition to the Biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or discontinue enrollment of a current student. This includes, but is not necessarily limited to, living, practicing, condoning, or supporting sexual immorality; including but not limited to, sex outside of marriage, homosexual acts, bi-sexual acts, gender identity different than the chromosomal level at birth, and promoting such practices; or otherwise not supporting the moral principles of the school (Leviticus 20:13a, Romans 1:27, Matthew 19:4-6).

MARRIAGE, GENDER, AND SEXUALITY STATEMENT

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). Rejection of one's biological sex is a rejection of the image of God within that person. We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union (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 God commands humankind to have no intimate sexual activity between a man and a woman outside of a marriage. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt. 15:18-20 and 1 Cor. 6:9-10). We believe that in order to preserve the function and integrity of MCS as Christian ministry, and to provide a Biblical role model to the MCS families, it is imperative that all persons employed by MCS in any capacity, that serve as Board members, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality (validated by: Matt. 5:16; Phil 2:14-16; 1 Thess. 5:22). However, we believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom 10:9-10; 1 Cor. 6:9-11). We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31 and Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be renounced and are not in accord with Scripture (Galatians 6:9-10; Ephesians 4:14-16).

FINAL AUTHORITY IN MATTERS OF BELIEF AND CONDUCT STATEMENT

The school's statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God is the sole and final source of all that we believe and speaks with final authority concerning truth, morality, and the proper conduct of mankind. For purposes of MCS's faith, doctrine, practice, policy, and discipline, our school Board is MCS's final interpretive authority on the Bible's meaning and application.

SANCTITY OF HUMAN LIFE STATEMENT

Since we believe all human life is sacred and created by God in His image, human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Genesis 1:26; Psalms 139).

MARRIAGE POLICY STATEMENT

God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, therefore, MCS will only recognize marriages between a man and a woman at the chromosomal level. Further, the Board, Administrator, and Staff of MCS shall only participate in weddings and solemnize marriages between one man and one woman at a chromosomal level. Finally, the facilities and property of MCS shall only host weddings between one man and one woman at a chromosomal level.

I have read the Statement of Faith and Mission of Maryville Christian School and understand that it is the foundation for instruction upon which the curriculum is based. I will support these Biblical standards as implemented in classroom instruction. I have read the Biblical Lifestyle Statement and agree to maintain a lifestyle based on these standards.

Applicant's Signature

Date