



**bayarea**  
Christian School

# Employment Application

(Revised 10.27.16)

The information given on this form is solely for the use of Bay Area Christian School and will be held in the strictest confidence. It will be to the applicant's advantage to answer each question fully and accurately. The use of this form does not indicate that there are any positions open and does not obligate the School in any way.

Date
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**Please Print**

<b>Personal</b>	Last Name	First	Middle	Email Address
	Present Address-- Street	City, State	Zip Code	Contact Telephone Number
	Alternate Address-- Street	City, State	Zip Code	Alternate Telephone Number
	Referred by:	Date Available for Employment	Eligible to Work in US? Yes    No	
	Position (s) Applied For:	Starting Salary Desired	Last Salary	
	Work Overtime? Yes    No			
	Are you at least 18 years of age? Yes    No	Are you currently under contract anywhere? Yes    No	Have you previously worked for our School? Yes    No	

**Must be completed in its entirety, including salary information.**

<b>Employment Background</b>	1. Present (or last) Company Name			
	Address	City, State	Phone #	
	Dates: From – To	Starting Base Salary \$	Current Base Salary \$	May we contact? Yes    No
	Job Title	Supervisor	Reason for Leaving	
	Brief description of duties (include number of persons supervised, if applicable)			
	2. Previous Employer Company Name			
	Address	City, State	Phone #	
	Dates: From – To	Starting Base Salary \$	Ending Base Salary \$	
	Job Title	Supervisor	Reason for Leaving	
	Brief description of duties (include number of persons supervised, if applicable)			
	3. Previous Employer Company Name			
	Address	City, State	Phone #	
	Dates: From – To	Starting Base Salary \$	Ending Base Salary \$	
Job Title	Supervisor	Reason for Leaving		
Brief description of duties (include number of persons supervised, if applicable)				

<b>Education</b>	<b>Schools Attended and Location</b>	<b>Type of Degree *</b>	<b>Grade Avg</b>	<b>Major</b>
	High School			
	College			
	College			
	College			
Special Awards, Recognitions or Participation			* If no degree obtained, indicate number of college credit hours completed	

<b>Military</b>	Active Duty Branch	Dates of Active Duty	Highest Rank Attained
	Reserve Status	Reserve Branch	

<b>Certificates &amp; Skills</b>	List office skills, trades, abilities or license certifications that may be beneficial in the job for which you are applying. (Music, art, administration, etc.)		
	Foreign Languages:	Degree of Proficiency: Speak      Read      Write	

**List three professional references most familiar with your abilities excluding someone related to you.**

<b>References</b>	Name and Association	Occupation	Address	Phone Number	Years Known
	Name and Association	Occupation	Address	Phone Number	Years Known
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**APPLICANT'S STATEMENT** (Applicant must review and sign below.)

I certify that answers given herein are true and complete to the best of my knowledge. I authorize the School to investigate all statements in this application and to secure any necessary information from all my employers, references and academic institutions. I authorize the School to investigate my background and as a result I will be requested to complete an Authorization to Obtain Consumer and Investigative Consumer Report form. Since I will be working with children, I understand that I may need to submit to a Fingerprint check by the FBI and possibly other federal and state authorities. I agree to fully cooperate in providing and recording as many sets of my fingerprints necessary for such an investigation. I understand that any offer of employment is contingent upon receipt of a satisfactory report concerning my background check, MVR, academic credentials, and employment references. I further understand that any false information, misleading statements or omission of facts will be sufficient cause for rejection of my application if the School has not employed me and for immediate dismissal if the School has employed me.

In the event of my employment with the School, I will comply with all rules, regulations, and policies set forth in the School's policy manual or other communications distributed by the School. Further, I understand that I must immediately notify the School if I am convicted of, receive deferred adjudication in, or otherwise plead guilty or no contest to any criminal offense, while my application is pending or during my tenure as an employee.

I understand that nothing in this employment application, in the School's policy statements or personnel guidelines, or in my communications with any School official is intended to create an employment contract between the School and me or for providing any benefit. I also understand that the School has the right to modify any of its policies at any time without giving notice of the changes to me. No promises of employment have been made to me. I acknowledge that in the event of my employment, it is for no definite period of time, and may regardless of the date of payment of my salary, be terminated at any time with the customary notice as prescribed by law either by myself or by the School without necessity on the part of either for showing special cause for termination.

I hereby acknowledge that I have read and understand the preceding statements.

SIGNATURE OF APPLICANT \_\_\_\_\_ DATE \_\_\_\_\_

**RELIGIOUS PROFILE:**

1. Church Affiliation: \_\_\_\_\_

2. How often do you normally attend the following? (Check the appropriate box.)

	Weekly	Monthly	Seldom	Never
Weekly Bible Study	_____	_____	_____	_____
Sunday Morning Worship	_____	_____	_____	_____
Sunday Evening Worship	_____	_____	_____	_____

List other church organizations in which you have participated: \_\_\_\_\_

3. Describe your routine regarding Bible reading and prayer time: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. Please provide your testimony of how you came to know Jesus Christ as your Lord and Savior and what He is doing in your life right now:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Have you ever led someone to Christ? If not, please explain how you would approach this if someone you encountered wanted to know how to accept Christ: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. As an institution of Christian education, having a Biblical world view is important to us. Please state your thoughts on what it means to have a Biblical world view: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. If applying for a teaching position, what is your philosophy of Christian education? (May attach document) \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

***Bay Area Christian School is a ministry of Bay Area Church. Teachers in our school must be born again Christians who will consider their work to be part of supporting and fulfilling the ministry and purpose of Bay Area Church. Teachers must subscribe without reservation to the Statement of Faith and the Standard of Conduct, which are attached to the end of this application.***

# **BAY AREA CHRISTIAN SCHOOL STATEMENT OF FAITH**

We believe in the following:

## **GOD**

We believe in one triune God who has eternally existed in three persons; the Father, the Son Jesus Christ, and the Holy Spirit. Each member of the Godhead is co-equal in essence, power, and glory; and yet, is nevertheless distinct in person.

Genesis 1:1, 26, 27, 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14

## **THE FATHER**

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise.

Genesis 1:1, 2:7; Exodus 3:14, 6:2-3, 15:11ff, 20:1ff; Leviticus 22:2; Deuteronomy 6:4, 32:6; I Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3, 15, 64:8; Jeremiah 10:10, 17:13; Matthew 6:9ff, 7:11, 23:9; Mark 1:9-11; John 4:24, 5:26, 14:6-13, 17:1-8; Acts 1:7; Romans 8:14-15; I Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; I Timothy 1:17; Hebrews 11:6, 12:9; I Peter 1:17; I John 5:7

## **THE SON, JESUS CHRIST**

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again someday to Earth to reign as King of kings and Lord of lords.

Matthew 1:22,23; Isaiah 9:6; John 1:1-4, 14:10-30; Hebrews 4:14, 15; I Corinthians 15:3,4; Romans 1:3,4; Acts 1:9-11; I Timothy 6:14,15; Titus 2:13

## **THE HOLY SPIRIT**

The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. He gives every believer spiritual gifts for the edification of the body. As Christians we seek to live under His control daily.

II Corinthians 3:17; John 16:7-13, 14:16,17; Acts 1:8; I Corinthians 2:12, 3:16; Ephesians 1:13, 5:18; Galatians 5:25

## **THE BIBLE**

We believe the Bible, consisting of the 66 books of the Old and New Testament, is the infallible Word of God, verbally inspired by God, and without error in the original manuscripts.

2 Timothy 3:16; 2 Peter 1:20-21; Psalm 119:105,160, 12:6; Proverbs 30:5

## **HUMANS**

Humans were created good and in the image of God, to be like Him in character and represent Him on Earth. Therefore, humans are the apex of God's creation. Tragically, through Adam's sin, the entire race fell from this purpose, inherited a sinful nature, and became alienated from God. In this state, humans are totally unable to remedy their lost condition, and destined for eternal punishment in Hell. This condition and destination can only be remedied through the atoning sacrifice of Jesus on the cross and personal faith in Him.

Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a, 59:1,2; Romans 3:23, 8:19-21

## **SALVATION**

We believe that salvation is the free gift of God brought to man by grace and received through personal faith in the Christ Jesus as Lord and Savior. This free gift is in no way the result of personal effort or of good works but, instead, displays the grace, love, and mercy of God. Once an individual expresses true personal faith in Jesus, they are adopted by God and are forever held by His persevering grace. Further, there is no salvation apart from personal faith in Jesus Christ as Lord. Biblically, salvation includes regeneration, justification, sanctification, and glorification.

- Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart brought about by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior.

- Justification is the point at which God declares believers righteous based on the completed work of Christ on the cross.

- Sanctification is the lifelong process, beginning with regeneration, by which God through the work of the Spirit moves believers toward moral and spiritual maturity.

- Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed. Genesis 3:15; Exodus 3:14-17, 6:2-8; Matthew 1:21, 4:17, 16:21-26, 27:22-28:6; Luke 1:68-69, 2:28-32; John 1:11-14,29, 3:3-21,36, 5:24, 10:9,28-29, 15:1-16, 17:17; Acts 2:21, 4:12, 15:11, 16:30-31, 17:30-31, 20:32; Romans 1:16-18, 2:4, 3:23-25, 4:3ff, 5:8-10, 6:1-23, 8:1-18,29-39, 10:9-10,13, 13:11-14; I Corinthians 1:18,30, 6:19-20,15:10; II Corinthians 5:17-20; Galatians 2:20, 3:13, 5:22-25, 6:15; Ephesians 1:7, 2:8-22, 4:11-16; Philippians 2:12-13; Colossians 1:9-22, 3:1ff; I Thessalonians 5:23-24; II Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3, 5:8-9, 9:24-28, 11:1-12:8,14; James 2:14-26; I Peter 1:2-23; I John 1:6-2:11; Revelation 3:20, 21:1-22:

## **BAPTISM**

Baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. Matthew 3:13-17, 26:26-30, 28:19-20; Mark 1:9-11, 14:22-26; Luke 3:21-22, 22:19-20; John 3:23; Acts 2:41-42, 8:35-39, 16:30-33, 20:7; Romans 6:3-5

## **THE LORD'S SUPPER**

The Lord's Supper, one of the two ordinances of the Church, is a symbolic act of obedience through partaking of the bread and the fruit of the vine, memorializing the death of the Redeemer and anticipating His second coming.

I Corinthians 10:16, 21, 11:23-29; Colossians 2:12

**THE CHURCH**

The Church is both local and universal. The universal Church includes all of those in the world who confess Christ both past and present. The local Church is a local expression of the universal church and is comprised of regenerated believers who, in obedience to scripture, organize under biblically qualified leadership, come together regularly for preaching and worship, observe the ordinances of baptism and the Lord's Supper, are held accountable through discipleship, and go out into the world to fulfill the Great Commandment and the Great Commission as missionaries for the glory of God and the salvation of humanity.

Matthew 16:15-19, 18:15-20; Acts 2:41-42,47, 5:11-14, 6:3-6, 13:1-3, 14:23,27, 15:1-30, 20:28; Romans 1:7; I Corinthians 1:2, 3:16, 5:4-5, 7:179, 13-14, 12; Ephesians 1:22-23, 2:19-22, 3:8-11,21, 5:22-32; Philippians 5:1-4; Revelation 2-3, 21:2-3

**ETERNITY**

People were created to exist forever. We will either exist eternally separated from God by sin in Hell, or eternally with God through the forgiveness and salvation found in Jesus Christ alone. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life. Heaven and Hell are real places of eternal existence. John 3:16, 14:17; Romans 6:23, 8:17,18; Revelation 29:15; I Corinthians 2:7-9

**THE RETURN OF JESUS**

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the Earth, will gather His people from throughout the world, and will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever with the Lord.

Isaiah 2:4, 11:9; Matthew 16:27, 18:8-9, 19:28, 24:27,30,36,44, 25:31-46, 26:64; Mark 8:38, 9:43-48; Luke 12:40,48, 16:19-26, 17:22-37, 21:27-28; John 14:1-3; Acts 1:11, 17:31; Romans 14:10; I Corinthians 4:5, 15:24-28,35-58; II Corinthians 5:10; Philippians 3:20-21; Colossians 1:5, 3:4; I Thessalonians 4:14-18, 5:1; II Thessalonians 1:7ff, 2; I Timothy 6:14; II Timothy 4:1,8; Titus 2:13; Hebrews 9:27-28; James 5:8; II Peter 3:7ff; I John 2:28, 3:2; Jude 14; Revelation 1:18, 3:11, 20:1-22:13

**MARRIAGE AND FAMILY**

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant-leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; I Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8;5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6,15; 23:13-14; 24:3; 29:15,17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; I Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; I Timothy 5:8,14; II Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; I Peter 3:1-7.

***I certify that I have carefully read the Statement of Faith. I understand that anyone who does not adhere to this statement cannot be employed by Bay Area Christian School (BACS). Upon my employment, should problems arise in which my beliefs do not reconcile with this statement of faith, I agree to withdraw quietly as an employee of BACS.***

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

**BAY AREA CHRISTIAN SCHOOL**  
**STANDARD OF CONDUCT**

Members of Bay Area Christian School faculty and staff are expected to maintain a godly lifestyle and abide by certain separation standards established by the school. Those standards include such matters as remaining above reproach regarding the use of tobacco or alcoholic beverages, and abstaining from illegal drugs, sexual immorality, and homosexuality. Faculty members are expected to present the finest Christian testimony in their appearance, association (to include social media), and business transactions.

I affirm my agreement to the Standard of Conduct of Bay Area Christian School. I will uphold these standards. I realize failure to do so would be grounds to terminate my employment at Bay Area Christian School.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date