

HILLCREST CHRISTIAN SCHOOL
STUDENT (MINOR) EMPLOYMENT APPLICATION

Your interest in Hillcrest Christian School is appreciated. Please complete the following application and return the information to our school office as soon as possible.

We consider applicants for all positions without regard to race, color, gender, ancestry, national origin, age, marital status, veteran status, or the presence of a non-job-related medical condition or handicap. The school requires that all employees be practicing Christians.

Since leadership is essential for Hillcrest Christian School, we are grateful for employees who are qualified, who love and know children, and who by the patterns of their lives exemplify Christ.

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

I. PERSONAL INFORMATION

Full Name _____

Address _____ City _____ State _____ Zip _____

Home Phone _____ Other _____

Are you able with or without reasonable accommodation to perform any and all job functions for the position applied for? Yes _____ No _____

Are you 16 years of age or above? Yes _____ No _____

II. POSITION DESIRED

Summer Camp _____ P.M. Day Care (School Year) _____

Who referred you: _____ What salary would you expect? _____

Why do you wish to work at summer camp/Day Care? _____

III. EDUCATIONAL INFORMATION

Current grade level at Hillcrest Christian School _____

Have attended Hillcrest Christian School since _____ grade.

IV. OTHER EMPLOYMENT

List all previous positions of employment.

<u>Employer</u>	<u>Position or Duties</u>	<u>Dates of Employment</u>
_____	_____	_____
_____	_____	_____

V. SPECIAL TRAINING AND SKILLS

List the skills you have acquired from employment or other experience which would benefit you in the position on which you are applying.

Skills: _____

VI. PERSONAL REFERENCES

Give the following information for people who are qualified to evaluate your **spiritual maturity and Christian Character**. Do not list family members as references. If you are in high school, include the names of three teachers.

<u>Name</u>	<u>Complete Address</u> (Include city & zip)	<u>Phone Number</u> (Include area code)	<u>Position/Relationship</u>
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____

VII. CHRISTIAN BACKGROUND

Briefly state how you came to accept Jesus Christ as your personal Lord and Savior. Indicate the number of years you have been a Christian.

Describe your routine of personal Bible study and prayer. _____

What church are you presently attending? _____

Denomination _____ Pastor's Name _____

Describe what steps you are currently taking to grow in your relationship with God. _____

Do you feel that you will be able to lead an individual to Christ? _____
Explain _____

VII. STATEMENT OF FAITH

This is a statement of faith of Hillcrest Christian School. If you strongly hold to certain doctrines that are not on this statement, please list and describe those items on a separate sheet of paper and attach it to this application.

Doctrinal Statement

1. We believe the Bible to be the inspired, the only infallible, authoritative word of God.
2. We believe that there is one God, eternally existence 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, in His ascension to the right hand of the Father and in His personal return in power and glory.
4. We believe that for salvation of the lost and sinful man, regeneration by the Holy Spirit is absolutely necessary.
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, they that are saved unto the resurrection of both the saved and the lost, they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe that heaven and hell are definite places.
8. We believe in the spiritual unity of all believers.

VIII. CHRISTIAN LIFESTYLE COMMITMENT

Hillcrest Christian School requires every employee accept and follow a lifestyle commitment based upon Biblical principles. As a Christian School representing Jesus Christ in our community, we require employees to be born-again Christians and to live their lives as Christian role models (Romans 10:9-10; I Timothy 4:12). Employees must conduct themselves both on and off the job in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect behavior. Moral misconduct as defined by scripture violates the bona fide occupational requirement of employees being Christian role models.

In connection with this lifestyle commitment, please answer, by circling the correct response, each of the following questions. All questions must be answered. Please be truthful and candid. Your answer to any of these questions does not necessarily disqualify you from employment at Hillcrest Christian School.

- Y N Are you currently in a sexual relationship with someone with whom you are not married? (I Corinthians 8:18-20) If yes, please explain on a separate page.
- Y N Are you currently living in a homosexual or bisexual lifestyle? If yes, please explain on a separate page.
- Y N Are you using illegal drugs? If yes, please explain on a separate page.
- Y N Have you ever been addicted to or abused alcohol, prescription or nonprescription drugs? If yes, please explain on a separate page.
- Y N Do you use alcohol? If yes, please explain on a separate page.
- Y N Do you use tobacco? If yes, please explain on a separate page.

IX. SECURITY SECTION

Recognizing God's love and concern for children, HILLCREST CHRISTIAN SCHOOL has adopted a policy of screening all applicants for employment. The purpose of this policy is to promote a safe environment and to protect our students, as well as to guard the honor and reputation of Our Lord Jesus Christ. The following questions are designed to elicit the information necessary for this purpose. The information provided will be treated confidentially and will only be used by authorized staff in reviewing your application. All questions must be answered if you are 18 years of age or older. Your answer to any of these questions does not necessarily disqualify you from employment at Hillcrest Christian School.

- Y N Have you ever been convicted of a criminal offense (felony or misdemeanor, except for minor traffic violation)? The term "Convicted" includes entering into a plea or, a deferred sentence or deferred judgment arrangement in connection with a criminal charge. If so, please attach a statement of explanation, including nature of offense, date, court where conviction was entered, sentence of disposition and any other relevant information. If yes, please explain on a separate page.
- Y N Have you ever been the subject of an investigation, criminally charged, or been the subject of a civil lawsuit involving physical abuse, sexual misconduct, sexual harassment or an offense relating to children? If so, please provide an explanation on a separate attachment of the circumstances, the outcome, and any other relevant information you wish Hillcrest to consider. If yes, please explain on a separate page.
- Y N Have you ever been subjected to discipline or dismissed from employment or volunteer service by any church, school, or other organization as the result of an allegation or charge of physical abuse, sexual harassment or an offense relating to children? If so, please provide an explanation on a separate attachment of the circumstances, the outcome, and any other relevant information you wish Hillcrest to consider. If yes, please explain on a separate page.

Acknowledgment

I understand and agree that it is critical to the mission and ministry of HILLCREST CHRISTIAN SCHOOL that all employees conform to the highest standards of safety, interpersonal conduct and morality. I affirm that if hired, I will strictly comply with HILLCREST CHRISTIAN SCHOOL'S policies and procedures, including those concerning child safety and protection. I understand and agree that failure by me to abide by such policies and procedures may result in the immediate dismissal, or disciplinary action, all at the discretion of the school.

I understand that if my application for employment is accepted I will be required to sign a Notice and Acknowledgment of Mandatory Reporting of Suspected Child Abuse form as required by California Penal Code §11166 and will further be required to comply with the child protection policy of HILLCREST CHRISTIAN SCHOOL as detailed in the Child Abuse Prevention, Recognition and Reporting Manual which will be provided to me before beginning my employment

Applicant's Authorization

I acknowledge that in connection with the consideration of my application HILLCREST CHRISTIAN SCHOOL may do a background check, which may in whole or in part be conducted by a private investigative service. I further acknowledge this investigation may include a criminal background check and that I may be required to provide fingerprints for such purpose. I hereby, without reservation, authorize HILLCREST CHRISTIAN SCHOOL, its employees and agents to contact any person, entity, or agency disclosed in this application, or as may be disclosed in the course of the investigation, for the purpose of verifying and investigating my background through any of the methods set forth herein. I understand a photograph may be required for screening and identification purposes. A completed Consent to Release Confidential Information must accompany this application.

Applicant's Certification

I certify that the information contained in this application and any attachment is true and correct to the best of my knowledge. I understand that any misrepresentation of material omission may result in my failure to receive an offer of employment or, if I am hired, in my dismissal.

Signature of Applicant _____ Date _____

Parental Consent

I acknowledge that I have reviewed this application and the information provided by my minor child is accurate.

Signature of Parent/Guardian _____ Date _____