

# Covenant Classical School Faculty and Staff Application

*Covenant Classical School's mission is to train our students to live and think according to a biblical, Christ-centered worldview. We accomplish this by partnering with parents to provide a rigorous, classical education that instills a lifelong love of learning.*

To qualify for employment all portions of this form must be completed. Applications are confidential and valid for a period of one year from the date of receipt. All college/university transcripts as well as a satisfactory pastoral reference must also be received in order to qualify for employment. **The first section below is to be left blank by the applicant and completed later by CCS administration.**

Date Received	Interview	
Received By	Transcripts Received	
DB	Pastoral Reference Received	Pers/Prof Ref Completed
ACKL	Decision	

## PERSONAL INFORMATION

First Name	Middle Name	Last Name
Current Home Address		
City	State	Zip
Phone	Email	
Emergency Contact Name	Emergency Contact Phone	

**POSITION SOUGHT**  Full-Time Faculty  Part-Time Faculty  Administration  Substitute Teacher

Date Available
Grammar School (K-6) Grade Level(s)
Upper School (7-12) Subject(s)
Administrative Position
Other

**HIGH SCHOOL GRANTING DIPLOMA**

Name	Location	Year
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**UNDERGRADUATE STUDY**

Name	Location	Dates Attended
Degree(s)	Major(s)	Minor(s)

Name	Location	Dates Attended
Degree(s)	Major(s)	Minor(s)

Name	Location	Dates Attended
Degree(s)	Major(s)	Minor(s)

**GRADUATE AND POST-GRADUATE STUDY**

Name	Location	Dates Attended
Degree(s)	Major(s)	Minor(s)

Name	Location	Dates Attended
Degree(s)	Major(s)	Minor(s)

Name	Location	Dates Attended
Degree(s)	Major(s)	Minor(s)

**CERTIFICATIONS**

Type of Certificate	Issue Date	Expiration Date	State
Type of Certificate	Issue Date	Expiration Date	State
Type of Certificate	Issue Date	Expiration Date	State

**TEACHING EXPERIENCE** (Most recent first; Indicate F = Full-Time, P = Part-Time, S = Substitute)

School Name / Location	Grades / Subjects	FPS
Dates From / To	Coaching or Other Responsibilities	

School Name / Location	Grades / Subjects	FPS
Dates From / To	Coaching or Other Responsibilities	

School Name / Location	Grades / Subjects	FPS
Dates From / To	Coaching or Other Responsibilities	

School Name / Location	Grades / Subjects	FPS
Dates From / To	Coaching or Other Responsibilities	

School Name / Location	Grades / Subjects	FPS
Dates From / To	Coaching or Other Responsibilities	



**PROFESSIONAL REFERENCES**

Name	Title	Phone
Address		Email

Name	Title	Phone
Address		Email

Name	Title	Phone
Address		Email

**PASTORAL REFERENCE**

Name	Church	Phone
Address		Email

**PERSONAL REFERENCES**

Name	Title	Phone
Address		Email

Name	Title	Phone
Address		Email

Name	Title	Phone
Address		Email



**FORMER RESIDENCE** (Start with the most recent and list three former residences.)

Address		
City	State	Zip

Address		
City	State	Zip

Address		
City	State	Zip

**EMPLOYMENT ELIGIBILITY NOTIFICATION**

Covenant Classical School hires only United States citizens and aliens lawfully authorized to work in the United States. If hired, you will be required to complete an Employment Eligibility Verification supplied by U.S. Citizenship and Immigration Services and will be asked to provide documents to verify your citizenship or legal authorization to work in the United States.

## LEGAL HISTORY

Circle your answer. For any "yes" answers please attach a detailed explanation in writing.

- |     |    |  |
|-----|----|--|
| Yes | No | Have you ever been convicted of a criminal offense (felony or misdemeanor)? Answer "yes" if you have entered a plea agreement including a deferred sentence or deferred judgment arrangement in connection with a criminal case.       |
| Yes | No | Have you ever been charged with a sexual offense, offense relating to children, or crime of violence?  |
| Yes | No | Have you ever been reported to any organization or registry for abuse or misconduct involving children?  |
| Yes | No | Do you have any disciplinary action or investigation pending by an employer, other organization, professional association, or licensing body for violence, sexual misconduct, or misconduct involving children?                        |
| Yes | No | Have you ever been disciplined or dismissed from any volunteer or employment position for any reason following an allegation of sexual misconduct, physical aggression, verbal aggression, or other inappropriate behavior or conduct? |
| Yes | No | Have you ever been reprimanded or asked to leave or end your membership in a church?   |
| Yes | No | Have you ever been the subject of a complaint or disciplinary proceeding concerning any professional license or professional affiliation held by you?  |
| Yes | No | Do you now or have you ever sought out or intentionally viewed child pornography?  |
| Yes | No | Do you feel you were ever emotionally, physically, or sexually abused?   |
| Yes | No | Have you ever abused or molested a child?  |
| Yes | No | Have you ever been accused of abusing or molesting a child?  |
| Yes | No | Have you ever been accused of a sexual relationship with a minor?  |



## STATEMENT OF FAITH

The Statement of Faith is the theological foundation on which Covenant Classical School (CCS) is based. It reflects the key elements of Christianity that are taught in various ways throughout the school. The substance of these statements is considered primary doctrine in Covenant Classical School. All employees at CCS must give assent to these statements.

- A. We believe the Bible to be the only inerrant, authoritative Word of God.
- B. We believe that there is one God, eternally existent in three Persons: Father, Son, and Holy Spirit.
- C. 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.
- D. We believe that for the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.
- E. We believe that salvation is by grace through faith alone.
- F. We believe that faith without works is dead.
- G. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
- H. We believe in the resurrection of both the saved and the lost, they that are saved to the resurrection of life and they that are lost to the resurrection of damnation.
- I. We believe in the spiritual unity of all believers in our Lord Jesus Christ.

God's Word forms the basis of the Christian's life and work, and our Statement of Faith is an interpretation of God's Word which is consistent with the doctrines of the early Protestant Reformers. Our intention in teaching the Bible is not to indoctrinate students with our Statement of Faith, but to teach them to evaluate its truth claims in the light of Scripture and to discern error when it is present in their own thinking and the thinking of others. We also want our students to understand the central place which Christian doctrine, and the many controversies it inspires, has held in the history of Western culture. We would also like our students to be able to articulate their understanding of the larger human issues which the Scriptures and Christian theology address.

CONTINUES ON NEXT PAGE...

**STATEMENT OF FAITH (CONTINUED FROM PREVIOUS PAGE)**

As we teach, we strive to present these doctrines in their appropriate scriptural and historical contexts, and we encourage the kind of discussion and debate which the church has enjoyed for the last two thousand years. Other issues of importance not addressed explicitly in our Statement of Faith are further fuel for discussion and help our students to develop a more disciplined approach to interpreting the Bible. In the end, we encourage our students to seek the counsel of their parents and churches on matters of genuine discrepancy within Christ's Body.

While all of our faculty submit to the doctrinal statement and must assent to it, we do appreciate the need for precision in every Christian's personal theology. Therefore, there might still be differences of opinion regarding the application and emphasis of our statement. We believe this is good, since we need always to look to the Scriptures for our confidence and not to our own learning or cleverness (Prov. 3:5- 6). However, if at any time, an employee of the school believes he can no longer agree to the Statement of Faith in good conscience he should talk to the Headmaster promptly.

Please note any exceptions taken against this Statement of Faith.

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*I have read (and with those exceptions noted above) agree with Covenant Classical School's Statement of Faith.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## MARRIAGE AND FAMILY

Covenant Classical School's mission is to train our students to live and think according to a biblical, Christ-centered worldview. We accomplish this by partnering with our parents to provide a rigorous, classical education that instills a lifelong love of learning. We believe that parents are the primary educators of their children. Our school unites with the family to form a collaborative culture in which our studies, relationships, and activities all revolve around the Lord Jesus Christ. The best education is anchored in an environment that recognizes all truth as God's truth. Education is never neutral. The curriculum we choose, and the instructional methods we utilize reflect our values and assumptions about truth and knowledge. At Covenant Classical School, the starting and ending point for all studies is the Word of God. Christ is the One in whom all the "treasures of wisdom and knowledge" are hidden. Therefore, we strive to be Christ-centered in everything we do. For these reasons, it is important that Covenant Classical School and its families be unified in certain fundamental elements of Christian faith and practice, including a biblical view of marriage. Based on Holy Scripture and the constant moral teaching of the universal Christian Church, Covenant Classical School affirms the following:

### *Marriage*

The Bible teaches that God created and ordered marriage as the permanent, exclusive, comprehensive, and conjugal "one flesh" union of one man and one woman, intrinsically ordered to procreation and biological family, and in furtherance of moral, spiritual, and public good of binding father, mother, and child. (Genesis 1:27-28; Genesis 2:18-24; Matthew 19:4-9; Mark 10:5-9; Ephesians 5:31-33)

### *Sexual Immorality*

The Bible teaches that sexual acts outside marriage are prohibited as sinful. Consequently, Christians must resist and refrain from any and all sexual acts outside marriage. (Exodus 20:14; Leviticus 1:7-23; Leviticus 20:10-21; Deuteronomy 5:18; Matthew 15:19; Matthew 5:27-28; Romans 1:26-32; I Corinthians 7:1-9; Galatians 5:19; Ephesians 4:17-5:10; Colossians 3:5; I Thessalonians 4:3; Hebrews 13:4)

### *Sexual Identity*

The Bible teaches that God created mankind in His image: male (man) and female (woman), sexually different but with equal personal dignity. Consequently, Christians must affirm their biological sex and refrain from attempts to physically change, alter, or disagree with their biological sex. (Genesis 1:26-28; Romans 1:26-32; I Corinthians 6:9-11)

### *Sexual Orientation*

The Bible teaches that God created and ordered human sexuality to the permanent, exclusive, comprehensive, and conjugal "one flesh" union of man and woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child. Consequently, Christians must affirm the sexual complementarity of man and woman and resist same-sex sexual attractions and refrain from same-sex sexual acts of conduct, which are inconsistent with Biblical teaching. (Genesis 1:27; Genesis 2:24; Matthew 19:4-6; Mark 10:5-9; Romans 1:26-27; I Corinthians 6:9-11; Ephesians 5:25-33)

CONTINUES ON NEXT PAGE...

**MARRIAGE AND FAMILY (CONTINUED FROM PREVIOUS PAGE)**

*Celibacy*

The Bible teaches two life-enhancing options for human sexual behavior: (1) the conjugal “one flesh” marital union of one man and one woman, and (2) celibacy. Either is a gift from God, given as He wills for His glory and the good of those who receive and rejoice in His gift to them. Celibacy and faithful singleness is to be celebrated and affirmed. (Genesis 1:27-28; 2:18-24; Matthew 19:4-6; Mark 10:5-8; Hebrews 13:4; I Corinthians 7:1-9; Matthew 19:12; I Timothy 5:1-2)

*Sexual Redemption*

The Bible teaches that all have sinned and fall short of the glory of God and should seek redemption through confession, repentance, baptism, and faith in Jesus Christ. Consequently, Christians must welcome and treat with respect, compassion, and sensitivity all who confess sexual immoral acts or attractions but are committed to resisting sexual temptation, refraining from sexual immorality, and conforming their behavior more and more to the image of Christ. (Matthew 11:28-30; Romans 3:23-24; Ephesians 2:1-10; I Corinthians 10:13; Hebrews 2:17-18; Hebrews 4:14-16)

Lifestyles of practices inconsistent with these biblical teachings are also inconsistent with the mission and message of Covenant Classical School.

Please note any exceptions taken against this statement regarding Marriage and Family.

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*I have read (and with those exceptions noted above) agree with Covenant Classical School's statement regarding Marriage and Family.*

Signature

Date

**AGREED CODE OF CONDUCT**

Please write your initials to affirm each of the following statements.

\_\_\_\_\_  
Initials I declare that all statements contained in this application are true and that any misrepresentation or omission is cause for rejection of my application, or dismissal from my employment or volunteer involvement.

\_\_\_\_\_  
Initials I understand that my references and contacts from prior school, church or non-church work with children or students may be contacted and that an appropriate criminal background check will be conducted. I authorize investigations of all statements contained in this application and I specifically authorize the school to undertake a criminal background check of my past.

\_\_\_\_\_  
Initials I understand that I must be interviewed and recommended by a member of Covenant Classical School before I begin my employment or volunteering position.

\_\_\_\_\_  
Initials I understand that I can withdraw from the application process at any time.

\_\_\_\_\_  
Initials I understand that Covenant Classical School has a policy of ZERO TOLERANCE FOR ABUSE and takes all allegations of abuse seriously. I further understand that Covenant Classical School cooperates fully with the authorities to investigate all cases of alleged abuse. Abuse of any kind is grounds for immediate dismissal from my employment or volunteer position and possible criminal charges.

\_\_\_\_\_  
Initials I declare that I am not a pedophile or child molester. I have not perpetrated physical abuse, sexual abuse, emotional abuse or neglect against a child, a student or a disabled adult, and I have never been accused of these acts.

\_\_\_\_\_  
Initials I understand and agree that false statements and/or omissions regarding past conduct and/or present situations may be grounds for denial of this application for employment, and that refusal to inform Covenant Classical School of the contents of a sealed criminal record will result in the automatic denial of the application.

\_\_\_\_\_  
Initials If employed or volunteering, I agree to read and abide by all Policies and Procedures provided to me by Covenant Classical School concerning my conduct and behavior toward children, students or disabled adults participating in Covenant Classical School programs.

*I have read and agree with Covenant Classical School's Agreed Code of Conduct.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**COVENANT CLASSICAL SCHOOL BACKGROUND INVESTIGATION RELEASE FORM – EMPLOYEE**

First Name		Middle Name		Last Name	
Other Names Used (Maiden Names or Aliases)			Birth Month	Birth Day	Birth Year
Social Security Number			Driver’s License (DL) Number		DL State
Current Home Address					
City		State		Zip	
Please list each city or county as well as state in which you have lived, worked, or attended school during the last ten years. Use a second form if necessary to provide full disclosure.					
City or County				State	
City or County				State	
City or County				State	
City or County				State	
City or County				State	
<p>Covenant Classical School may, with your consent, obtain a consumer report (as defined by the Fair Credit Reporting Act) from Imperative Information Group, Inc., a Consumer Reporting Agency, related to your prospective, current, or future employment. This may include procurement of an investigative consumer report (defined as a report that includes information as to your character, general reputation, personal characteristics, or mode of living). You may request that the nature and scope of any investigative consumer report be disclosed to you. Such disclosure will be made within five days of our receipt of the request from you or five days after the investigative consumer report was first requested, whichever is later.</p> <p>By signing below, you grant permission to Covenant Classical School or any of its affiliated or subsequent companies to obtain such a report or reports at any time. You also grant permission to all parties to release information regarding your previous or current military service, employment, education, or criminal matters to Imperative Information Group, Inc., including information which may be deemed negative.</p>					
_____ Signature				_____ Date	
FOR APPLICANTS RESIDING IN CALIFORNIA, MINNESOTA, OR OKLAHOMA ONLY:					
[ ] I request a copy of my consumer report be sent to the home address listed below.					

**APPLICATION RELEASE**

Please write your initials to affirm each of the following statements.

\_\_\_\_\_ I authorize Covenant Classical School to contact all individuals, organizations, and  
Initials references listed in this Application Form in order to verify the information that I have  
provided to the school. I agree to release from liability any person or organization that  
provides information concerning me, including those persons I have listed as references,  
as well as contact persons from my previous school and non-school work, listed on this  
application.

\_\_\_\_\_ I specifically authorize the school to undertake a criminal background check concerning  
Initials my past.

\_\_\_\_\_ I understand and agree that any information received from the background check and  
Initials application verification will not be disclosed to me, and I hereby waive any right I may  
have to inspect any information provided about me by any person or organization  
identified by me on this form.

*By signing this form, I certify and affirm that the information I have given on all parts of this faculty application form is true, complete, and correct in all respects.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date