

# APPLICATION



DESERT CHRISTIAN ACADEMY

*Empowering the Mind, Engaging the Soul*

STAFF

APPLICATION FOR EMPLOYMENT

## APPLICATION AND HIRING PROCESS INFORMATION

The Mission of Desert Christian Academy is to train students to glorify Jesus Christ by growing spiritually, academically, physically, and socially.

Thank you for your interest in becoming a staff member at Desert Christian Academy.

## HIRING PROCESS

- 1. Application:** A thoroughly completed employment application must be submitted.
- 2. References:** Four references are required from people familiar with the applicant's character and employment background.
- 3. Transcripts:** Photocopies of all college transcripts should be attached and turned in with the application. Should the applicant be offered a position, official copies of your transcripts will be required. The applicant is responsible for requesting that all official transcripts be sent to Desert Christian Academy. (Official transcripts are transcripts sent directly from a College or University). Hand-carried transcripts or sealed transcripts, mailed by anyone but the school, will not be accepted as "official".
- 4. Interview:** An interview with the applicant will be conducted by the CEO and members of the Administrative Cabinet.

### **Applicants must complete and submit the following items before being considered for a position:**

#### **Completed application for employment, including the following sections:**

- Personal and Position Information
- Professional Qualifications
- Christian Background
- Christian Testimony
- Certification and Agreement Form

#### **Four (4) reference forms in a sealed envelope:**

- Professional Reference
- Colleague Reference
- Character Reference
- Personal Reference

#### **Copy of all college transcripts**

#### **Copy of any certifications and/or credentials**

## APPLICATION

Position applying for: \_\_\_\_\_ Date of Application \_\_\_\_\_ Applying for:  Full-time  Part-time

## PERSONAL INFORMATION

Full Legal Name \_\_\_\_\_ Preferred Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Email Address \_\_\_\_\_

Home Phone (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_ Cell Phone (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Mailing Address (if different) \_\_\_\_\_

Birthday \_\_\_\_\_ *(Optional, if hired information will be used for faculty birthday celebrations).*

How did you learn of the position for which you are applying? \_\_\_\_\_

When would you be available to start? \_\_\_\_\_

## PROFESSIONAL QUALIFICATIONS

Please attach photocopies of all of your college transcripts.

Name of high school \_\_\_\_\_ Location \_\_\_\_\_

Colleges/Universities attended and degrees held:

Name of institution	Major/Minor	Degree(s)	Cumulative G.P.A.

Total graduate units (beyond BA degree): Semester Units \_\_\_\_\_ Quarter Units \_\_\_\_\_

List your employment experience, beginning with the most recent:

City/ State	School	Grade	Subject	Dates

Reason for leaving present or last position: \_\_\_\_\_

List any professional organizational memberships or other special mentoring, professional conference speaking or leadership experiences:

Description	Dates	Place

Please indicate your skill level in the following programs/tasks:

	Excellent	Good	Proficient	Fair	Poor
Microsoft Word					
Microsoft Excel					
Microsoft Powerpoint					
Microsoft Access					
Microsoft Outlook					
Typing					
Other:					
Other:					
Other:					
Other:					

What are your greatest strengths and weaknesses?

Why do you want to work at Desert Christian Academy?

Please emphasize experiences that would seem to be valuable and useful for working at Desert Christian Academy. Also include any other information that you feel would be helpful in evaluating your application.

Describe your work ethic.

Do you consider yourself task oriented or people oriented? Explain.

Indicate your response to each question by marking the appropriate box.

If hired, can you show proof of authorization to work in the United States?  Yes  No

Have you ever been convicted of a misdemeanor?  Yes  No (If yes, explain)

Have you ever been convicted of a felony?  Yes  No (If yes, explain)

Do you have a currently valid, unrestricted California Driver's License?  Yes  No

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

Yes  No (If no, explain)

Can you work the hours required for the job?  Yes  No (If no, explain)

## CHRISTIAN BACKGROUND

Denominational preference \_\_\_\_\_ What church do you attend? \_\_\_\_\_

How long have you attended? \_\_\_\_\_ Pastor's Name \_\_\_\_\_

Describe your current church involvement (include any Christian organizations or activities)

State briefly your reasons for seeking employment with a Christian organization such as ours.

List community service or other volunteer activities in which you have participated:

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 Signature: \_\_\_\_\_

Please carefully read the Statement of Faith and indicate your degree of support:

I fully support the Statement of Faith as written and without reservations. Signature \_\_\_\_\_

I support the Statement of Faith except for the area(s) listed and explained. Signature \_\_\_\_\_

*(Attach separate paper)*

## CHRISTIAN TESTIMONY

1. Describe your acceptance of Jesus Christ as your personal Savior.

2. Describe your sense of leading by God to serve Him in a Christian school.

# STATEMENT OF FAITH

## SCHOOL IDENTITY & PURPOSE

### **Statement of Faith, Philosophy and Objectives**

The foundation of our philosophy is our statement of faith, which is our basic set of Christian values. The statement of philosophy expands our Christian values into every realm of life. The implementation of our philosophy into every academic discipline is obtained by striving to fulfill our objectives.

### **Expanded Statement of Faith**

#### **Of the Scriptures :**

We believe in the authority and sufficiency of the Holy Bible consisting of the sixty six books of the Old and New Testaments, as originally written; that it was verbally and plenary inspired, that it was the product of Spirit controlled men and therefore is infallible and inerrant in all matters of which it speaks. We believe the Bible to be the true center of Christian unity and the supreme standard by which all human conduct, creed, and opinions shall be tried. (II Timothy 3:16-17; II Peter 1:19-21)

#### **Of the True God:**

We believe there is one and only one living and true God, an infinite Spirit, the Maker and supreme Ruler of Heaven and earth; inexpressibly glorious in holiness and worthy of all possible honor, confidence, and love; that in the unity of the Godhead there are three persons the Father, the Son, and the Holy Spirit executing distinct but harmonious offices in the great work of redemption. (Exodus 20:23; I Corinthians 8:6; Revelation 4:11)

#### **Of Jesus Christ:**

We believe that Jesus Christ was begotten of the Holy Spirit in a miraculous manner; born of Mary, a virgin, as no other man was ever born or can be born of a woman; and that He is both the Son of God and God the Son (Isaiah 7:14; Matthew 1:18-25; John 1:1,14). We further believe that the salvation of sinners is divinely initiated and wholly of grace through the mediator's offices of Jesus Christ, the Son of God, who by the appointment of the Father, voluntarily took upon Himself our nature, yet without sin, and honored the divine law by His personal obedience, thus qualifying Himself to be our Savior; that by the shedding of His blood in His death, He fully satisfied the just demands of a holy and righteous God regarding sin; that His sacrifice consisted not in setting an example by His death as a martyr but was a voluntary substitution of Himself in the sinner's place, Christ the Lord bearing our sins in His own body on a tree; that having risen from the dead, He is now enthroned in Heaven, where He ever liveth to intercede on behalf of the believers (John 3:16; II Corinthians 5:21; I Peter 2:24).

#### **Of the Holy Spirit:**

We believe that the Holy Spirit is a divine person, of the same nature as God the Father and God the Son; that He was active in the creation; that in His relation to the unbelieving world, He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of righteousness, and of judgment; that He is the agent in the new birth; that He seals, empowers, guides, teaches, witnesses, sanctifies, and helps the believer. (Genesis 1:13; John 16:8,11; John 3:5,6; Romans 8:14, 16, 26-27; Luke 24:49)

#### **Of Man:**

We believe that man was created in innocence (in the image and likeness of God) under the law of his Maker. By voluntary transgression, Adam fell from his sinless, happy state, and all men sinned in him. Consequently, all men are totally depraved and are partakers of Adam's fallen nature. We are sinners by nature and by conduct, and therefore are under just condemnation without defense or excuse and in need of salvation by the Savior.

#### **Of Salvation:**

We believe that faith in the Lord Jesus Christ is the only condition of salvation. For a person to be saved, he/she must confess with his/her mouth that Jesus is Lord and believe in his/her heart that God the Father raised Jesus from the dead. (Romans 10:9)

**Of the Church:**

We believe the Church is the living body of believers in Christ (those who by faith have accepted Jesus Christ as their Lord and Savior) on earth, both universally and locally. We believe the true mission of the church is the faithful witnessing of Christ to all men as we have opportunity. (Acts 20:17-28; Acts 2:41, 42)

**Of 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) 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, 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, 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 Desert Christian Academy as the local Body of Christ, and to provide a biblical role model to the DCA members and the community, it is imperative that all persons employed by DCA 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 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; Luke 6:31) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of DCA.

**On the Sanctity of Human Life:**

We believe that 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. (Ps 139)

Desert Christian Academy's biblical role is to work in conjunction with the home to mold students to be Christlike. Of necessity, this involves the school's understanding and belief of what qualities or characteristics exemplify a Christlike life. The school reserves the right, within its sole discretion, to refuse admission of an applicant or to discontinue enrollment of a student if the atmosphere or conduct within a particular home or the activities of the student are counter to or are in opposition to the biblical lifestyle the school teaches. This includes, but is not necessarily limited to, participating in, supporting, or condoning sexual immorality, homosexual activity, or bisexual activity; promoting such practices; or being unable to support the moral principles of the school. (See Leviticus 20:13 and Romans 1:27)



## CERTIFICATION AND AGREEMENT FORM

I understand that Desert Christian Academy 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 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 day of release.

I authorize Desert Christian Academy 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.

In addition, I hereby release Desert Christian Academy, my former employers, references, and all other parties from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure. I waive the right to ever personally view any references given to Desert Christian Academy.

Since I will be working with children, I understand that I must 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 as necessary for such an investigation. I authorize Desert Christian Academy to conduct a criminal records check and a background check.

I understand that this is only an application for employment and that no employment contract is being offered to me at this time.

I certify that I have carefully read and understand the above statements.

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Signature of Applicant

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Date