



# VERITAS CHRISTIAN ACADEMY

17 Cane Creek Road Fletcher, North Carolina 28732

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## FACULTY/STAFF APPLICATION

We look forward to receiving your application. Thank you for your interest in the ministry of our school. It is our prayer that God will fulfill His will in the lives of all applicants. All information received will be kept in a confidential personnel file. Veritas Christian Academy does not discriminate in its employment practices against any person on the basis of race, color, national or ethnic origin, gender, age or disability.

### APPLICANT INFORMATION

Applicant's Full Name: \_\_\_\_\_  
Last First Middle (Preferred Name)

Application date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Date available: \_\_\_\_/\_\_\_\_/\_\_\_\_

Current Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: Home: (\_\_\_\_) \_\_\_\_\_ Cell: (\_\_\_\_) \_\_\_\_\_

Best time to call: \_\_\_\_\_ Soc. Sec. No.: \_\_\_\_\_

How long have you lived at the above address? \_\_\_\_\_ \*If less than five years, please provide any additional addresses where you have resided on a separate page.

Permanent address and phone number if different from your current address listed above:  
\_\_\_\_\_  
\_\_\_\_\_

### POSITION INFORMATION

Position of interest: \_\_\_\_\_

Which type of work are you seeking? Full time: \_\_\_\_\_ Part time: \_\_\_\_\_ Either: \_\_\_\_\_

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

**PROFESSIONAL QUALIFICATIONS**

**\*Please attach photocopies of all your college transcripts. Applications will not be processed without attached college transcripts.**

<u>Name and Address of School Attended</u>	<u>Degree Earned</u>	<u>Year Completed</u>	<u>Is this an online college or University?</u>	<u>Major</u>	<u>Minor</u>

If you are applying for a teaching position, please sequentially list your teaching experience with most recent first.

<u>Name and Address of School</u>	<u>Grade or Subjects Taught</u>	<u>Dates of Employment</u>	<u>Supervisor's Name</u>

If you are a certified teacher, please include a copy of your certification record(s) with this application. Please list any licensures or special qualifications for the position for which you are applying.

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Certification is not required to apply, however, if you are currently working toward certification, please indicate the actions you are taking.

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**EMPLOYMENT HISTORY**

Please start with your current or most recent employer and list your employment information for the past five years. If necessary, you may attach additional employment information on a separate page.

Is there any reason, including a previously signed contract, which would prohibit you from accepting employment with our school? \_\_\_\_\_

Employer: \_\_\_\_\_  
Position Held: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_  
Address of Employer: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_  
Responsibilities: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

May we contact this employer: Yes \_\_\_\_\_ No \_\_\_\_\_

Employer: \_\_\_\_\_  
Position Held: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_  
Address of Employer: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_  
Responsibilities: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

May we contact this employer: Yes \_\_\_\_\_ No \_\_\_\_\_

Employer: \_\_\_\_\_  
Position Held: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_  
Address of Employer: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_  
Responsibilities: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

May we contact this employer: Yes \_\_\_\_\_ No \_\_\_\_\_

**PERSONAL INFORMATION**

**\*If you answer “Yes” to any of the following six questions, please attach a separate sheet indicating the nature of the suit, the offense, the date(s) of any court hearings related to the offense, and the disposition of or verdict in the suit.**

1. Have you ever been investigated for misconduct by a previous employer?  
Yes\_\_\_\_\_No\_\_\_\_\_
2. Have you ever been reprimanded, disciplined, discharged, or asked to resign from a prior position?  
Yes\_\_\_\_\_No\_\_\_\_\_
3. Have you ever resigned from a prior position without being asked, but under circumstances involving your employer’s investigation of inappropriate sexual conduct, mishandling of funds, or criminal conduct?  
Yes\_\_\_\_\_ No\_\_\_\_\_
4. Have you ever been convicted (in **civil** or **criminal** proceedings) of any offense involving improprieties regarding children? Yes\_\_\_\_\_No\_\_\_\_\_
5. Have you ever been convicted of any crime involving moral turpitude (e.g., lying, cheating, or stealing)?  
Yes\_\_\_\_\_ No\_\_\_\_\_
6. Have you ever been convicted of any crime involving violence of any type?  
Yes\_\_\_\_\_ No\_\_\_\_\_
7. Have you ever entered a court plea of guilty, a court 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\_\_\_\_\_

## Veritas Christian Academy Statement of Faith

The Statement of Faith adopted by Veritas Christian Academy is limited to primary Christian doctrine, which is considered to be central to all Christian denominations and which sets Christianity apart from other faiths. These truths are also the key elements of Christianity that will be unapologetically taught in various ways through all grade levels. The substance of these statements is that which will be considered primary doctrine at VCA. Secondary doctrines will not be presented as primary doctrine.

1. We believe the Bible to be the only inerrant, authoritative Word of God.
2. We believe that there is one God, eternally existent 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 the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.
5. We believe that salvation is by grace through faith alone.
6. We believe that faith without works is dead.
7. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
8. 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.
9. We believe in the spiritual unity of all believers in our Lord Jesus Christ.

### SECONDARY DOCTRINE

Classroom discussion of secondary doctrine should be on an informative, non-partisan level. Teachers must be careful not to speak to the students in a manner that would cause offense to the parents. Presentation of all sides of an issue is encouraged. The teacher should encourage the students to follow up any questions they have with their parents and pastor.

### 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 reservations.

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

\_\_\_\_\_ I support the Statement except for the area(s) listed and explained on a separate paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

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

**PERSONAL REFERENCES**

Please sign the *Reference Release Form* that is a part of this application (page 9). The *Reference Release Form* is required for your application to be processed. **Do not list family members or relatives as references.**

Please list your pastor and the church where you are currently an active member.

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Please list three references who are qualified to speak of your spiritual experience and Christian service. We contact all references, so please make sure address, email, and phone numbers are complete.

<u>Name of Reference</u>	<u>Current Address AND Email address</u>	<u>Current Phone Number</u>	<u>Years and Nature of Relationship</u>

Please list three references who are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first. We contact all references, so please make sure address, email, and phone numbers are complete.

<u>Name of Reference</u>	<u>Current Address AND Email address</u>	<u>Current Phone Number</u>	<u>Years and Nature of Relationship</u>

## **PERSONAL PHILOSOPHY**

On a separate sheet of paper, please fully answer each of the following questions.

1. Please describe your personal Christian experience and faith as well as your personal spiritual disciplines.
2. Why are you interested in employment with Veritas Christian Academy?
3. What skills, background, or experience would make you uniquely suited to join the faculty/staff?
4. What are your professional aspirations and how does this position fit into those plans?
5. As succinctly as possible, describe your worldview.
6. Describe your educational philosophy.
7. What do you believe are your strengths and weaknesses?
8. If applying for a teaching or teaching assistant position, how would you rate your skills in the classroom?
9. List the titles of the books you have read recently.
10. Other than the Bible, which books have most influenced your thinking?
11. Please list any Bible studies or Bible courses you have completed or taught within the last three years.

**APPLICANT'S CERTIFICATION AND AGREEMENT**

I understand that Veritas Christian Academy does not discriminate in its employment practices against any person on the basis 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 day of release.

I authorize Veritas 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 Veritas 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 view personally any references given to Veritas Christian Academy.

Since I will be working with children, I understand that I may be asked 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 as necessary for such an investigation. I authorize Veritas Christian Academy 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 understand the above statements.

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Signature of Applicant

Date



**AUTHORIZATION TO RELEASE REFERENCE INFORMATION**

I have made application for a position with Veritas Christian Academy. I have authorized the school to thoroughly investigate references, 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 Veritas 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 personally view any references given to Veritas Christian Academy.

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

\_\_\_\_\_  
Applicant's Name (Print)

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

For the sole purpose of performing a background investigation, please include the following information.

Birth Date: \_\_\_\_\_ Driver's License # \_\_\_\_\_ State: \_\_\_\_\_

## **VERITAS CHRISTIAN ACADEMY CHRISTIAN ROLE MODEL AGREEMENT**

The purpose of Veritas Christian Academy is to assist parents in rearing their children by providing an education, which has the Word of God at its center. Each staff member and trustee contributes to the educational process by setting an example of godliness in his personal life and relations with others (I Timothy 4:12, Luke 6:40, Matthew 7:18, John 15:5, James 1:22-25). He thereby teaches the students that a Christian's life is necessarily characterized by compassion, kindness, humility, gentleness, patience, forgiveness, forbearance, love, peace, thankfulness, self control, and faithfulness (Galatians 5:22, Colossians 3:12-14).

Behavior and attitudes, which Scripture forbids, would adversely affect the education of VCA students and will not be condoned. Such moral failings include: hatred, malice, discord, dissension, greed, stealing, cheating, lying, slander, filthy language, coarse joking, obscenity, impurity, lust, adultery, homosexuality, idolatry, and murder, which includes abortion (I Corinthians 6:8-20, II Corinthians 12:20, Colossians 3:5-10, I John 3:15, Ephesians 5:3-18, Galatians 5:19-21, Romans 1:24-32, Revelation 22:12-16).

Modern churches vary widely in their teaching of sexuality, marriage, and divorce. The following guidelines will be followed at VCA:

1. Sexual activity is to take place only within a marriage. Those who are not married must remain celibate. (Matthew 5:27-28, Hebrews 13:4)
2. Homosexual activity is forbidden (Romans 1:24-27, I Corinthians 6:9-10).
3. Marriage is to be between one man and one woman (Titus 1:6).
4. Divorce and remarriage are permitted under the grounds of adultery (Matthew 5:31-32) and irremediable abandonment of a believer by an unbeliever (I Corinthians 7:10-16). A person who marries the culpable party in an unbiblical divorce commits adultery (Matthew 5:32).
5. If a staff member or trustee was the wronged party, he must have made every effort to be reconciled, involving the rightful church authority thoughtfully and obediently.

I agree with this statement on the importance of modeling the Christian life for the students of Veritas Christian Academy, and I covenant to abide by this statement relying upon the enabling power of the Holy Spirit as long as I am employed or officially associated with Veritas Christian Academy. I understand that my failure to abide by this agreement may result in the termination of my employment at Veritas Christian Academy.

**Signed** \_\_\_\_\_ **Date** \_\_\_\_\_