

**Office Use Only**

Date Received _____

Background Check _____

Date of Hire _____

FACULTY APPLICATION

For this application to be considered this form and any essay questions must be complete.

All information will be kept confidential.

P.O. Box 3428 ~ Amarillo, TX ~ 79116
Phone: 806.372.2285 ext. 210 ~ Fax: 806.376.6712
website www.sanjac.org ~ email to jheppner@sanjac.org

GRADE LEVEL OF INTEREST:

☐ EARLY ED ☐ ELEMENTARY (K-4TH) ☐ INTERMEDIATE (5TH-6TH) ☐ MIDDLE (7TH-8TH) ☐ SECONDARY (9TH-12TH)

DATE AVAILABLE: _____ POSITION DESIRED: _____

Number of years of teaching experience: Public _____ Christian _____ Other/Private _____

Are you under contract for the ensuing year: ☐ Yes ☐ No

PERSONAL:

FULL NAME _____ ☐ Male ☐ Female
First Middle Last

STREET/CITY/STATE/ZIP _____

PHONE _____ BEST TIME TO CALL _____ am/pm

EMAIL ADDRESS _____

How long have you lived at the above address? _____

MARITAL STATUS (OPTIONAL / PLEASE CIRCLE): SINGLE / MARRIED / DIVORCED / WIDOWED

NUMBER OF SCHOOL AGE CHILDREN? _____ AGE(S)/GRADE(S): _____

NOTE: Member schools of ACSI make no distinction concerning an individual's race or ethnic background because we acknowledge there can be no preferential treatment with God (Romans 2:1). We are bound to extend our ministry to all we can reach and we are to carry out our Lord's Great Commission (Matthew 28:18). ACSI as an organization serving Christian schools is dedicated to the establishment, philosophy and promotion of fundamental Christian education around the world, and it neither supports nor endorses the World or National Council of Churches, or any world, national, regional, or local organizations which give Christian recognition to nonbelievers or advocate a multi-faith union.

PROFESSIONAL QUALIFICATIONS/EDUCATION:

****Please attach photocopies of all your college transcripts. Should you be offered a position, official copies of your transcripts will be required to be submitted for inclusion in your personnel file.***

Education Information	SCHOOL NAME and LOCATION (City/State)	DATES (FROM/TO)	COURSE OF STUDY	DEGREE/DIPLOMA (List MAJOR/MINOR)	Cumulative GPA
GRADUATE					
COLLEGE					
HIGH SCHOOL					

Graduate Work: Total semester hours received **after** date of Bachelor's degree. _____

TEACHING EXPERIENCE:

****Please start with your current or most recent employer and work backwards for the past five years. You may include any practice teaching or substitute teaching experience.***

SCHOOL NAME	ADDRESS (City/State)	SUBJECT/ GRADE	DATES (FROM/TO)	REASON FOR LEAVING	SUPERVISOR'S Name/Phone/Email
1.					
2.					
3.					
4.					
5.					

TEACHING CERTIFICATIONS:

KIND OF CERTIFICATION	STATE	FIELD/SUBJECT	DATE ISSUED	DATE EXPIRES

OTHER WORK EXPERIENCE:

EMPLOYER	ADDRESS (City/State)	POSITION	DATES (From/To)	REASON FOR LEAVING	SUPERVISOR'S Name/Phone/Email

REFERENCES:

List *three* **PROFESSIONAL** references that are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first. *(please do not list family members or relatives)*

EMPLOYER	ADDRESS	POSITION	DATES (From/To)	REASON FOR LEAVING	SUPERVISOR'S Name/Phone/Email

List *three* **PERSONAL** references that are qualified to speak of your spiritual experience and Christian service. List your current pastor first. *(please do not list family members or relatives)*

EMPLOYER	ADDRESS	POSITION	DATES (From/To)	REASON FOR LEAVING	SUPERVISOR'S Name/Phone/Email

PERSONAL INFORMATION:

FINANCES: What was your most recent annual salary? _____ What are your salary expectations? _____

FUTURE PLANS: What would you like to be doing 5 years from now? _____

SPECIAL ABILITIES: Please list activities or sports that you would be capable of and willing to direct, sponsor, advise, or coach. (Indicate grade or ability levels). _____

FOREIGN LANGUAGES:

Do you speak any foreign languages? Yes _____ No _____

If Yes, what language(s) do you speak fluently? _____

CHRISTIAN BACKGROUND:

CHRISTIAN TESTIMONY: Briefly describe your salvation experience and your personal relationship with God.
(Please use separate piece of paper if you wish to be more detailed.)

BIBLE: Do you believe the Bible to be the **ONLY** inspired and infallible Word of God, our final authority in all matters of faith, conduct, and truth?

Yes _____ No _____ **Signature:** _____

CHURCH:

Denominational preference? _____

What is your local church affiliation? _____

Are you presently a member in good standing? Yes _____ No _____ Years attended? _____

SERVICE:

In what church activities are you involved and with what degree of regularity? _____

What service(s) have you done since becoming a Christian? _____

What is your attitude about working in an environment with other Christians who hold different theological and social beliefs? _____

DEVOTIONAL LIFE:

Describe your routine of personal Bible study and prayer. _____

What books have you read recently that have helped you spiritually? _____

OTHER EXPERIENCE:

List other work, volunteer (i.e. experience working with children), or military experiences that may have significance for the type of position for which you are applying.

PLACE: _____

TYPE OF WORK/EXPERIENCE: _____

DATE: _____

PLACE: _____

TYPE OF WORK/EXPERIENCE: _____

DATE: _____

List any other educational advantages that you have had including opportunities for travel. _____

List any books or articles that you have read recently that have helped you grow professionally. _____

TEACHING CREDENTIALS:

Do you have an ACSI (*Association of Christian Schools International*) teaching certificate? ☐ Yes ☐ No

What level? _____ Expiration Date: _____

Do you have a state teaching certificate? ☐ Yes ☐ No State? _____

What kind? _____ Expiration Date: _____

If you do not hold a certificate, what requirements do you lack? _____

List Endorsement(s) and Semester Hours in Endorsement area(s): _____

To what degree are you familiar with various Christian or secular curriculums (i.e., ACE, ABeka, Bob Jones, Saxon Math, Open Court Reading, etc.?) _____

Preferences regarding curriculum? _____

CERTIFICATE: Please attach photocopies of any certificate held.

CHRISTIAN SCHOOL PREPARATION: Have you had any courses in *Christian Philosophy of Education or the teaching of the Bible*? If so, where and when? _____

If not, would you be willing to take such a course by correspondence or otherwise? _____

CHRISTIAN PHILOSOPHY: Attach a copy of your personal Christian Philosophy of Education.

Have you had other courses giving specific training for Christian day schools?

Give details _____

List any conferences in which you have participated or seminars which you have led. _____

Describe how teacher evaluation has been helpful to you. _____

PERSONAL PHILOSOPHY:

On separate paper, please label and succinctly answer in one or two paragraphs each of the following questions:

SHORT Essays:

- A. Why do you wish to teach in a Christian school?
- B. What are the main characteristics that distinguish a Christian school from a public school?
- C. What do you consider to be the proper classroom atmosphere for learning?
- D. What is your philosophy of discipline? Attitude toward physical punishment?
- E. What areas do you feel are your strengths? Weaknesses?
- F. What do you believe about the origin of the earth and mankind?
- G. Please summarize any additional information that you would like to present regarding your candidacy for this position.

PERSONAL INTEREST:

ACCOMPLISHMENTS: List memberships, offices, and honors obtained in:

College _____

High School _____

HOBBIES: _____

AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have made application for a position with **San Jacinto Christian Academy**. I have authorized the school to thoroughly interview the primary references, which I have listed, and secondary references mentioned through interviews with primary references, or other individuals who know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and all other matters related to my suitability for employment.

I understand that **San Jacinto 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.

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 **San Jacinto 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 **San Jacinto Christian Academy**.

Since I will be working with children, I understand that I may have 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 fingerprints as is necessary for such an investigation. I authorize the school to obtain a criminal background and/or credit report. I understand and agree that any offer of employment that I may receive from the school is conditioned upon the receipt of background information, including criminal background information. The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable or to reflect adversely on the school or on me as a Christian role model.

I agree that a photocopy or facsimile copy of this document and any signature shall be considered for all purposes as the original signed release on file.

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 do understand the above statements:

APPLICANT'S PRINTED FULL NAME (include middle name)

APPLICANT'S SIGNATURE

DATE OF BIRTH (month/day/year)

LIST ANY OTHER NAMES USED (Maiden, Last, Nickname)

TODAY'S DATE

SOCIAL SECURITY # (last four digits only)

Please be honest and specific on the following questions

Have you ever been convicted of a felony? ☐ Yes ☐ No **(or)** a misdemeanor ☐ Yes ☐ No

If Yes: When? (mo/yr) _____ What State were you in when this occurrence took place? _____

What was the offense? _____



Please carefully read this page and sign it if you fully support the Statements as written below without mental reservations. If you do not support fully the statements, please list and explain on a separate paper the exceptions on this page that represent either disagreements or items for which you have not yet formed an opinion or conviction.

Mission Statement

San Jacinto Christian Academy exists to assist parents in training young people to know and love Jesus Christ, follow Him in life, and to become positive, productive members of the coming generation.

Vision Statement

San Jacinto Christian Academy's ultimate goal is to graduate mature students who live for the glory of God, thinking biblically and critically, demonstrating Christian character and servant leadership through a personal relationship with Jesus Christ.

Athletic Purpose Statement

San Jacinto Christian Academy Athletic Department exists to complement the mission and vision of SJCA by practicing the principles in God's Word to help develop character, respect, self-discipline, teamwork, and work ethic within all student athletes through a lifestyle that honors Jesus Christ both on and off the court/field.

Statement of Faith

We believe:

- the Bible to be the inspired, infallible, authoritative, inerrant Word of God (2 Timothy 3:16; 2 Peter 1:21).
- there is one God, eternally existent in three persons: Father, Son and Holy Spirit (Genesis 1:1; Matthew 28:19; John 10:30).
- in the deity of Christ (Matthew 3:17), His virgin birth (Isaiah 7:14; Matthew 1:23), His sinless life (Hebrews 4:15; 7:26), His miracles (John 2:11), His vicarious and atoning death (1 Corinthians 15:3, Ephesians 1:7), His Bodily resurrection (John 11:25; 1 Corinthians 15:4), His ascension to the right hand of the Father (Mark 16:19), and His personal return in power and glory (Acts 1:11; Revelation 19:11).
- in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature, and that men are justified on the single ground of faith in the shed blood of Christ. Only by God's grace and through faith alone we are saved (John 3:16-19; John 5:24; Romans 3:23; 5:8-9; Ephesians 2:8-10; Titus 3:5).
- in 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 punishment (John 5:28-29).
- that man was created by a direct act of God in His image, not from previously-existing life (Genesis 1:1,22,27; 1 Corinthians 11:7; James 3:9).
- that marriage is the uniting of one man and one woman in a covenant relationship before and under God (Genesis 1:27, 2:18-24; Romans 1:26-27; I Corinthians 7:2-3; Ephesians 5:31-33).
- in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9; 1 Corinthians 12:12-13; Galatians 3:26-28).
- in the indwelling ministry of the Holy Spirit by whose presence the Christian is enabled to live a godly life (Romans 8:13-14; 1 Corinthians 3:16; 1 Corinthians 6:19-20; Ephesians 4:30; 5:18).

I acknowledge my full and unconditional support of SJCA's Mission Statement, Vision Statement and Statement of Faith as printed above.

SIGNATURE : _____

PRINTED NAME: _____ **DATE:** _____

Policies regarding Lifestyles, Gender Identity, Sanctity of Life, and Sexual Orientation

BIBLICAL MORALITY LIFESTYLE STATEMENT

SJCA believes that every person is created in the image of God, that human sexuality reflects that image in terms of intimate love, communication, fellowship, subordination of the self to the larger whole, and fulfillment. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people and for revealing the truth that that relationship is of one God with one people. Therefore God's plan for human sexuality is that it is to be expressed in a monogamous lifelong relationship between one man and one woman within the framework of biblical marriage. This is the divinely designed relationship for the birth and rearing of children and is a union made in the sight of God, taking priority over every other human relationship. This is validated by Gen. 1:27-28; 2:18, 20, 23-24; Isa. 54:4-8; 62:5b; Jer. 3:14; Ezek. 16; Hosea 2; Mal. 2:14; Matt. 19:4-6; Mark 10:9; John 2:1-2, 11; 1 Cor. 9:5; Eph. 5:23-32; 1 Tim. 5:14; Heb. 13:4; and Rev. 19:7-8.

SJCA believes and follows the Scriptural teachings on marriage. We must affirm that sexual relationships outside of biblical marriage and sexual relationships between persons of the same sex are immoral and sinful. SJCA abhors the trend to ignore God's laws of chastity and purity, and vigorously opposes public acceptance of sexual promiscuity and all factors and practices that promote it. The school maintains a biblical view of human sexuality that makes the sexual experience, within the framework of marriage, a gift of God to be enjoyed as communion of a man and woman, as well as for the purpose of procreation. Sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. The depth of the sinfulness of homosexual practice is recognized, and yet we believe the grace of God sufficient to overcome both the practice of such activity and the perversion leading to its practice. This is validated by Ex. 20:14, 17; 22:19; Lev. 20:10-16; Matt. 5:32; 19:19; Mark 10:11-12; and Luke 16:18.

Gender differentiation and male/female uniqueness are part of a divine design that God indelibly engraved upon creation. God gives our bodies to us for spiritual and relational purposes, as well as physical ones. It is His desire that the most fundamental distinctions we experience as human beings should remind us that our completeness is ultimately found in communion with Himself and others. For this reason, "The Lord God said, 'It is not good for the man to be alone. I will make a helper suitable for him'" (Genesis 2:18). Personal fulfillment involves intimate fellowship and union with God, as exemplified by the ideal of Christ as the bridegroom and the Church as His bride (Ephesians 5:22-32; Revelation 19:7-9).

Based on our biblical and theological study, there is no argument for a "third gender" among humans. Gender confusion and dysphoria are ultimately the biological, psychological, social and spiritual consequences of the human race's fallen condition. This state of depravity affects all persons individually and collectively. While society is at liberty to legitimize any behavior it chooses simply by reclassifying and renaming it, Christ-followers adhere to biblical boundaries. It is our Christian conviction that renaming them cannot normalize sin and its expressions. We call upon biblical Christians to continue to accept their role as witnesses who speak prophetically about the need for repentance and sanctification in every culture.

San Jacinto Christian Academy is a religious, non-profit Christian school representing Jesus Christ that exists to assist parents in training young people to know and love Jesus Christ, to follow Him in life, and to become positive, productive members of the coming generation. The biblical and philosophical goal of SJCA is to work with families who desire themselves and their children to develop into mature, Christ-like individuals who will be able to exhibit a Christ-like life. This involves the school's understanding and belief in what qualities exemplify moral and sexual purity based on its interpretation of Scripture.

SJCA stands firmly upon the historical truth claims and moral foundations of Christianity. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design. Parents or the legal guardians who choose to enroll their children at SJCA are agreeing to support these and other basic biblical values derived from historical Christianity. Parents understand and agree that SJCA will teach these principles and biblical values.

In addition, the School Board urges parents to recognize their scriptural responsibility (Deuteronomy 6:1-9, Psalm 78:5, 6, Proverbs 22:6) to provide their children with a Christian education and to understand that the primary responsibility for this task rests with the parents (Ephesians 6:4). SJCA was founded and continues to operate upon biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment. SJCA will accept students who are willing to support the school's philosophy of Christian education, student conduct requirements, and the school's stated positions and whose parents are willing to allow their children to be educated and influenced in an

intentionally Christian environment. Continued enrollment at SJCA is contingent upon this same understanding and support by both the student and parents.

SJCA is a religious institution providing an education in a distinct Christian environment, believing its biblical role is to work in conjunction with the home to mold students to be Christ-like. On occasions in which the atmosphere or conduct within a particular home or the activities of the student are counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or discontinue enrollment of a current student. This includes, but is not necessarily limited to, living in, practicing, condoning, or supporting sexual immorality, including but not limited to, sex outside of marriage, homosexual acts, bi-sexual acts; gender identity different than the birth sex at the chromosomal level; promoting such practices; or otherwise the inability to support the moral principles of the school (Leviticus 20:13a, Romans 1:27, Matthew 19:4-6).

MARRIAGE, GENDER, AND SEXUALITY STATEMENT

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 SJCA as a Christian ministry, and to provide a biblical role model to the SJCA families, it is imperative that all persons employed by SJCA in any capacity, that serve as Board members, 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.

FINAL AUTHORITY IN MATTERS OF BELIEF AND CONDUCT STATEMENT

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of SJCA's faith, doctrine, practice, policy, and discipline, our School Board is SJCA's final interpretive authority on the Bible's meaning and application.

SANCTITY OF HUMAN LIFE STATEMENT

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).

MARRIAGE POLICY STATEMENT

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, SJCA will only recognize marriages between a man and a woman at the chromosomal level. Further, the School Board, Superintendent, and Staff of SJCA shall only participate in weddings and solemnize marriages between one man and one woman at a chromosomal level. Finally, the facilities and property of SJCA shall only host weddings between one man and one woman.

I fully understand and agree to abide without reservation to all of the statements mentioned in this document.

Signature

Printed Name

Date

FACULTY APPLICATION CHECKLIST

Reminder: In addition to completing the application, please provide us with the following...

- **Photocopy of college transcripts** *(requested on page 2 of application)*
- **Photocopy of teaching certificate or any certificate held** *(requested on page 5)*
- **Attach a copy of your Christian Philosophy of Education** *(requested on page 5)*
- **Attach a copy of your Personal Philosophy by answering the Short Essay questions A-G** *(requested on page 6)*
- **Signatures on the following pages:**
 - Authorization to Release Reference Information *(page 7)*
 - Statement of Faith *(page 8)*
 - Biblical Morality Lifestyle Statement *(page 10)*