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Littleton, Colorado 80128
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www.frontrangechristian.org

TEACHER APPLICATION PART II
To be completed after initial interview
PLEASE ATTACH \$25 PAYMENT FOR BACKGROUND CHECK

Applicant Name

Daytime phone number

Personal Follow-up Questions

You are now ready for phase two of our application process. Please arrange for your college placement file to be forwarded to our school. Please also fill out this form and send it to our office. After having an opportunity to review your answers, our administrator will contact you further. Thank you.

A. PERSONAL INFORMATION

Date: _____

Marital

Being a Christian role model in all aspects of life is a major requirement for this position. The Bible is our standard for marriage and sexual conduct. **It is a bona fide occupational requirement for staff to live by those standards.** Please indicate your current marital status.

- Single Engaged Married Separated
 Divorced Re-married Widow(er)

Please attach explanation if divorced or remarried.

Spouse's name: _____ Years married: _____

Occupation: _____

It is the preference of our school board that all children of the faculty attend this school if it has the appropriate grades and programs. Please provide the following information:

Number of children: _____ Ages: _____ Fall grade levels: _____

Finances

What was your most recent annual salary? _____

Do you feel you can work for the wage we can provide for this position? _____

Comments:

Personal

If you answer "Yes" to any of the questions in this section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation.

- 1. Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer or if you offered a resignation, your 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 sexual harassment or contact with another person, or of mishandling of funds, or of criminal conduct? Yes No
- 4. Have you ever been charged in **civil** or **criminal** proceedings with improprieties regarding children? Yes No
- 5. Have you ever been convicted of any offense involving dishonesty, breach of trust, stealing, any type of moral impropriety, or any type of felony? Yes No
- 6. Have you ever entered a court plea of guilty, a court plea of "no contest" (Nolo Contendré), 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

PERSONAL INTERESTS

Please indicate memberships, offices, and honors obtained in:

High school: _____

College: _____

Currently: _____

List your hobbies and personal interests: _____

What periodicals do you read regularly? _____

ABILITY TO PERFORM ESSENTIAL JOB FUNCTIONS

You have read the job description and essential functions for this position. Is there any reason why you might be unable to perform the duties and responsibilities for this position? Yes No

If yes, please explain. _____

If you answered "yes" to above question, is there anything that the school can do to reasonably accommodate your needs so that you would be qualified to perform the duties and responsibilities of this position?

If you are offered a position, will you be able to verify that you are legally permitted for employment in the United States? Yes No

CURRENT ISSUES

We live in a pluralistic society with many conflicting beliefs and values. As a teacher, your students may ask you specific questions about controversial issues. Your answers will come from your personal convictions. We need to know the views of those that would be **Christian role models** for our children. With brevity and in your own handwriting, please share your personal convictions as a Christian toward:

Wine, beer, and other alcoholic beverages: _____

Smoking and chewing tobacco: _____

Marijuana and other non-prescription drugs: _____

Entertainment (music/dancing): _____

Secular rock music: _____

Pre-marital sex: _____

Divorce and remarriage: _____

Abortion: _____

Homosexuality: _____

Personal debt: _____

Gossip, lying and cheating: _____

Membership in secret societies (Masonic Lodge, Eastern Star, etc.): _____

Do you have a personal testimony regarding any of the above items that you would like to share?

Yes No

If yes, please explain.

ADDITIONAL ESSAY QUESTIONS

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

- A. You have read our Statement of Faith. Do you strongly hold any doctrines that are not on that statement? If yes, please list and describe. Yes No
- B. Frequently, Christian schools enroll children from more than one evangelical denomination. How would you handle a child's question if you knew that it was theologically controversial and the family's church held to a different viewpoint than your own?
- C. How well do you feel that you get along with your peers?
- D. Have you ever led a child or youth to Christ?
- E. If married, please have your spouse state his/her feelings about your teaching in a Christian school.
- F. Do you understand that this is an application for employment and that no employment contract is being offered at this time? Yes No

Signature: _____

Date: _____

Declaration of Moral Integrity

As an applicant for employment or for a volunteer position with unsupervised access to children at **Front Range Christian School**, and its ministries, I (*print name*) _____ recognize, understand, and agree to live by the moral standards of the school.

I further declare that with regard to my personal moral character and conduct as of this date, I am not, nor have I been in the past engaged in inappropriate conduct, nor do I have inclinations toward such conduct.

Inappropriate conduct includes, but is not limited to, such behaviors as the following: adult heterosexual activity outside of marriage commitment; homosexual or lesbian inclinations or actions; or sexual abuse or improprieties toward minors as defined by Scripture and state law.

I do declare that the above statement is factual and true. By affixing my signature, I declare that I meet the moral integrity standards and Christian role model lifestyle requirements of **Front Range Christian School**.

Applicant's signature

Date

*Administrator's signature (**after** discussion with applicant/volunteer)*

Date

**CONSENT TO PERFORM CRIMINAL HISTORY BACKGROUND CHECK
IN COMPLIANCE WITH THE FCRA and the DPPA
(Fair Credit Reporting Act and the Federal Driver's Privacy Protection Act)**

Date: _____ Driver's Lic # _____ State Issued _____

Last Name First Name Middle Name

Maiden and/or Other Last Names Used

Current Address City and County State and Zip Code

Date of Birth Social Security Number Circle One:
Male / Female

This authorization and consent for release of personal information acknowledges that

Front Range Christian School (Hereafter referred to as "Company") and/or its agent, Secure Search, may now, or at any time I am assigned to, volunteer with or am employed by this Company, conduct investigations whether the records are of a public, private or confidential nature. These investigations might include, but are not limited to, searches of educational institutions attended; financial or credit institutions, including records of loans; records of commercial or retail credit agencies; other financial statements; records of previous employment, including work history, efficiency ratings, complaints and grievances filed by or against me; records and recollections of attorney-at-law or of other counsel, whether representing me or any other person (in either a civil or criminal case in which I have been involved); records from the U.S. Veterans' Administration; criminal history information of file in local, state or federal agencies; and motor vehicle records, and following an employment offer, workers' compensation reports from either the Department of Labor, National Personnel Records or the Industrial Commission or similar agencies under the provisions of the Fair Credit Reporting Act 15, USC section 1681 et seq. I also authorize the National Personnel Records Center, or other custodian of my military service record, to release to Secure search, the following information and/or copies of documents from my military service record: DD214, service record, and any disciplinary records.

I understand that these searches will be used to determine work assignment or employment eligibility under the company's employment or volunteer policies. Therefore, I authorize and consent for full release of records (either orally or in writing) to the authorized representatives of the company. In addition, I release and discharge the company and its agent and associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs expenses or any other charge or complaint filed with any agency arising from retrieving and reporting this information. I understand that according to the Federal Fair Credit Reporting Act, I am entitled to know whether employment was denied based upon the information obtained and to receive, upon written request, a disclosure of the background report. I also understand that I may request a copy of the report from my employer who has contracted with **Secure Search 558 Castle Pines Pkwy., Unit B-4, #137 Castle Rock, CO 80108** at telephone number (866) 891-1954. After reading this document, I fully understand its contents and authorize the background verification.

The following are my responses to questions about my criminal record history (if any) with descriptions to any question with a YES answer:

1. Have you ever been convicted or plead guilty before a court of any federal, state, or municipal criminal offense? (Excluding minor traffic violations) YES NO
If YES, please provide an explanation below:

2. Have you ever received deferred adjudication or similar disposition for any federal, state or municipal criminal offense? YES NO
If YES, Please provide an explanation below:

3. Have you ever received probation or community supervision for any federal, state or municipal criminal offense? YES NO
If YES, Please provide an explanation below:

4. Have you ever been convicted of any criminal offense in a country outside the jurisdiction of the United States? YES NO
If YES, Please provide an explanation below:

5. As of the date of this authorization, do you have any pending criminal charges against you? YES NO
If YES, Please provide an explanation below:

(Please circle any of the following states in which you have lived: CA, CO, DE, LA, MA, SD, VT, WV, WY)

THIS SECTION IS TO BE USED TO LIST ALL COUNTIES AND STATES OF RESIDENCE SINCE AGE 18 OR HIGH SCHOOL GRADUATION. YOU MUST BE SPECIFIC ABOUT DATES OF RESIDENCE.

CITY/TOWN	COUNTY	STATE	DATES FROM	TO

I HEREBY CERTIFY THAT ALL INFORMATION PROVIDED IN THIS AUTHORIZATION IS TRUE, CORRECT AND COMPLETE. I UNDERSTAND THAT IF ANY INFORMATION PROVES TO BE INCORRECT OR INCOMPLETE THAT GROUNDS FOR THE CANCELING OF ANY AND ALL OFFERS OF EMPLOYMENT OR VOLUNTEER POSITIONS WILL EXIST AND MAY BE USED AT THE DISCRETION OF THE SCHOOL.

Signed this _____ day of _____, 20_____

Applicant (Print Name) _____

Applicant Signature _____