



PARK AVENUE CHRISTIAN ACADEMY

NON-INSTRUCTIONAL EMPLOYMENT APPLICATION

Name _____

Last First Middle Maiden (if applicable)

Address _____

Street City State Zip

Home Phone (____) _____ Work Phone (____) _____ Cell Phone (____) _____

Social Security Number: _____ E-mail Address: _____

Position(s) Applying For: Substitute _____ Coach _____ Other _____

Circle All That Applies: **Substitute** **Aide**

VPK **Elementary** **Middle School** **Athletics**

- Have you filed an application or been employed here before: Yes ____ No ____
- If you are not a citizen of the United States, do you possess an alien registration card? Yes ____ No ____
- Visa Classification _____ If hired, you will be required to submit proof of citizenship status.

EMPLOYMENT EXPERIENCE

Employer and Address (Begin With Current)	Years From/To	Position Held	Employer Name Phone Number	Reason for Leaving

Please list three other references. At least one should be able to testify to your Christian character.

Name _____ Phone _____

Relationship _____ Current Address _____

Name _____ Phone _____

Relationship _____ Current Address _____

Name _____ Phone _____

Relationship _____ Current Address _____

AFFIRMATION OF FAITH

PARK AVENUE CHRISTIAN ACADEMY is a ministry of PARK AVENUE BAPTIST CHURCH. The affirmation of faith listed below will clarify both the church and school position.

We affirm one God who is manifested in three persons. We affirm the Father Almighty, maker of heaven and earth, who created all things, both visible and invisible, for his own glory and pleasure.

We affirm our Lord Jesus Christ, who is one in substance with the Father, by whom all things were made; who for us and for our salvation came down from Heaven; who was conceived by the Holy Spirit, and born of a virgin; who lived a perfect life; who was crucified, died for our sins, and was buried; who was raised bodily on the third day according to the scriptures; who ascended into heaven; who sits at the Father's right hand, having received all authority, and is the Lord of all; who shall come again in glory to judge the living and the dead; and whose kingdom shall never end.

We affirm the Holy Spirit, who proceeded from the Father and the Son; who is equal with the Father and the Son; who is baptizer and filler, teacher and comforter, indweller and uniter of God's people; who is the author and interpreter of the Holy Scriptures; and who is the revealer of our Lord and is the giver of all things of God.

We affirm the Bible to be the inspired Word of God.

We affirm that all the will of God is included in these two commandments: The foremost is, "And you shall love the Lord your God with all your heart, with all your soul and with all your strength." The second is this, "You shall love your neighbor as yourself." There is no other commandment greater than these." Mark 12-30-31.

I am in agreement with the affirmation of faith above and agree to teach in support of and not contrary to these positions.

Signature Date

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Park Avenue 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 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 Park Avenue 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 Park Avenue 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 Park Avenue 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 are necessary for such an investigation. I authorize Park Avenue Christian Academy to conduct a criminal records check.

I certify that I have carefully read this entire employment application and do understand the above statements. I understand that this is only an application for employment and that no employment contract is being offered at this time.

Furthermore, if hired as a teacher or staff member of Park Avenue Christian Academy, I agree to undertake as God shall give me strength, to endeavor to live in full obedience to God's will as it is set forth in the Scriptures, forsaking all ungodliness and worldly lusts, walking in that holiness and temperance which will be an example to the youth and adorn the doctrine of our Lord and Savior Jesus Christ, and fellowshiping with other Christians in a local church. I will guard my personal relationship with Jesus Christ as the highest priority of my life. I agree to avoid drugs (except as prescribed by a physician), and tobacco, gambling, questionable entertainment, profanity, and the abuse of alcohol. I agree to dress in a manner which is morally appropriate and which will enhance the high standards of my church and school.

Signature of Applicant Date

Park Avenue Christian Academy
Employee Lifestyle Statement

Park Avenue Christian Academy is a religious, nonprofit organization representing Jesus Christ throughout the local community. PACA requires its employees to be born-again Christians, living their lives as Christian role models (Rom. 10:9–10, 1 Tim. 4:12, Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity, appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or management.

The Park Avenue Christian Academy Statement of Faith expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes, but is not limited to, promiscuity and homosexual behavior or any other violation of the unique roles of male and female (Rom. 1:21–27, 1 Cor. 6:9–20). Park Avenue Christian Academy believes that biblical marriage is limited to a covenant relationship between a man and a woman.

PACA employees will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Park Avenue Christian Academy that each employee will have a lifestyle in which “He may have the preeminence” (Col. 1:18, NKJV).

Statement on 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 Park Avenue Christian Academy as the local Body of Christ, and to provide a biblical role model to the Park Avenue Christian Academy members and the community, it is imperative that all persons employed by Park Avenue Christian Academy 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 Park Avenue Christian Academy.

As an employee of Park Avenue Christian Academy, and partner in the ministry of education, I agree to abide by the above Lifestyle Statement and the Statement on Marriage, Gender and Sexuality.

Employee Name Printed _____

Employee Signature _____ Date _____