

PLEASE READ EACH OF THE FOLLOWING ITEMS CAREFULLY BEFORE SIGNING AND DATING THIS APPLICATION:

1. **I CERTIFY** that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, false, misleading or incomplete statements on this application shall be grounds for dismissal.
2. **I AUTHORIZE** Life Center/Life Christian School & Academy to investigate information concerning my previous employment and education. I further authorize those persons and companies referenced above to provide information to Life Center, and I hereby release such parties from all liability for any damage that may result from furnishing such information. I authorize Life Center/Life Christian School & Academy to request a copy of my credit report from the credit bureau.
3. **I UNDERSTAND** and agree that my employment and compensation may be terminated at any time without prior notice, with or without cause, at the option of Life Center or myself. I also understand that no representative of Life Center, other than the Sr. Pastor, has authority to enter into any agreement contrary to the foregoing.
4. **I UNDERSTAND** that all Life Center/Life Christian School & Academy property must be returned in good condition and any indebtedness to the church or school must be paid on or before my last day of work. I authorize Life Center/Life Christian School & Academy to deduct from my final paycheck any amount necessary to satisfy any unpaid obligation.

SIGNATURE OF APPLICANT _____ DATE _____

LIFE CENTER/LIFE CHRISTIAN SCHOOL & ACADEMY ROLE MODEL POLICY

The employee will manifest by precept and example the highest Christian virtue and personal decorum serving as a role model (I Timothy 4:12) both during and outside employment (Luke 6:40), and as an example to parishioners and employees in judgment, respect, and Christian living. This includes, but is not limited to, the refraining from such activities as the abuse of drugs and alcohol, vulgar and profane language (Col. 3:1; Titus 2:7-8; I Thess. 2:10, 5:18, 21-22; James 3:17-18). The employee agrees that the scripture dictates standards in sexual behavior. Any promiscuity, homosexuality or other deviant sexual behavior is forbidden and as such violates the requirement of being a role model.

Yes, I have read the above role model policy and I agree to comply with the above stated standards if employed by Life Center/Life Christian School & Academy.

Applicant Name

Applicant Signature

Date

Life Christian School/Academy provides equal employment opportunities to all employees and applicants for employment without regard to race, color, sex, national origin, age, disability, or status as a Vietnam-era or special disabled veteran in accordance with applicable federal laws. In addition, Life Christian School/Academy complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

CONFIDENTIAL PRE-EMPLOYMENT INFORMATION

The information below is being requested on a **voluntary** basis. It will, to the extent allowed by law, be kept confidential. Failure to provide the information requested here will not jeopardize or adversely affect any consideration you may receive for employment.

Military Service

US Military? Yes No If Yes, what Branch? _____

Are you? A special disabled veteran Vietnam Era Veteran Other eligible veteran

Race/Ethnic Origin

African American (not of Hispanic origin)

American Indian/Alaskan Native

Asian/Pacific Islander

Caucasian (not of Hispanic origin)

Hispanic

Sex: Male Female

Age: under 18 years 18-39 years 40 & over

CHRISTIAN BACKGROUND

What is your denominational preference? _____

What is your local church affiliation? _____

Are you active in your church? _____ In what capacity? _____

Would you be willing to become involved in Sunday School or other ministries of Life Center? _____

How long have you had assurance that Jesus Christ is your personal Lord and Savior? _____

Describe in a concise way how you came to know Jesus Christ as Lord of your life. _____

Describe your present relationship with the Lord. _____

Have you been involved in personal evangelism? _____ Please share your experiences: _____

Answer all appropriate questions:

Is your spouse a Christian? _____ OR, if you are a minor, are your parents Christians? _____

Will they give sympathetic support to your standards and lifestyle? _____

Why are you seeking a position in a Christian school? _____

Do you use tobacco? _____ never _____ rarely _____ occasionally _____ regularly

Do you use alcohol? _____ never _____ rarely _____ occasionally _____ regularly

Do you use drugs? _____ never _____ rarely _____ occasionally _____ regularly

Do you use medications that would affect your ability to perform the job for which you are applying? Yes No

Comments on preceding questions: _____

What do you believe is the unique function of a Christian school? How do you feel a Christian school differs from a public school? _____

OFFICE USE ONLY

Appointment Date: _____ Time: _____ Interviewed by: _____

Employ: _____ Candidate: Strong Average

Comments: _____ Do not consider

_____ Position: _____

_____ Effective Date: _____

Days/Year: _____ Hrs./Day: _____

Personal Qualifications for Employment	Spiritual Qualifications for Employment
1. All employees at Life Christian shall be born-again Christians.	1. Has accepted Jesus Christ as personal Lord and Savior. (Rom. 10:9-10)
2. All employees shall be active members of an evangelical church.	2. Demonstrates a conviction that God has called him to become involved in a Christian school ministry. (I Cor. 7:21-24)
3. All employees shall be in agreement with the stated purposes of the school as stated in the Mission Statement and Statement of Faith.	3. Demonstrates a consistent outward evidence of an inward Christian character. (I Tim. 4:12)
4. All employees shall give evidence of good moral character.	4. Maintains a regular and contributing involvement in a church having a doctrine which is in agreement with the school's Statement of Faith and which is scripturally sound in its teaching. (Heb. 10:24-25)
5. All employees shall give evidence of adequate physical and mental condition. The Administrative Team may request a physical examination at its option.	5. Is convinced of the importance of prayer and a daily time of meditation in the Word of God and actively pursues a relationship with God. (Ps. 42:1-2)
6. Applicants shall secure and complete an Application for employment, which is available at the bookstore or Human Resources Office.	6. Demonstrates spiritual maturity, a teachable spirit, and has a clear conscience before God and man. (Titus 2:2-8)
7. The Administrative Team shall initially interview all prospective employees. The Team shall nominate for consideration to the School Board those applicants that they feel, after careful evaluation, will best fill the various classified positions.	7. Has a workable knowledge of the Word of God, knowing how to feed himself spiritually. (I Tim. 4:7)
8. In all cases, the Administrative Team and the School Board will make the decision as to employing. All employees shall be classified as probationary for the first six months of continuous service.	

COACH REQUIREMENT CHECK LIST

- 1. Washington State Patrol Criminal History Information Form required by RCW 43.43.830 be on file.
- 2. Be a high school graduate, and a) be at least 21 years of age to be Head Coach, or b) be at least 19 years of age to be Assistant Coach.
- 3. Volunteer coaches may serve as assistant coaches only upon approval and authorization of the school Athletic Director.

Head Coach Requirements

- 4. Annually attend a WIAA approved rules clinic for the sport being coached, or pass the WIAA approved sports rules test required of officials for the sport being coached.
- 5. Demonstrate understanding and knowledge of School District And WIAA interscholastic activities policies.
- 6. Hold a valid, current CPR certification card or currently enrolled in a CPR course.
- 7. Hold a valid First Aid Certificate card or have completed a school district approved Athletic Training/Sports Medicine course equivalent to the Red Cross First Aid Training.

Definition of Head Coach—A head coach is that person in charge of the highest-level team for that building (e.g. the person responsible for the highest-level (varsity) team in a building that houses grades 9-12 is the head coach; the person who is responsible for the highest level team in a building that houses grades 6-8 is the head coach.)