



Employment Application

TODAY'S DATE ____/____/____

10101 54th Avenue North, St. Petersburg, FL 33708-3498 · (727) 393-9100 · Fax (727) 397-5378 · www.keswickchristian.org

PERSONAL INFORMATION

- Miss Ms. Dr. Rev. Mr. Mrs.

Last Name First Name Middle

If you have ever worked or gone to school under a different name, please list:

Current Address: Number-Street City State Zip

Permanent Address (if different): Number-Street City State Zip

Email address:

Cell Phone: () Home Phone: ()

Best time to call you? Social Security Number:

Are you a U.S. citizen? If not, give your alien registration number:

Have you ever worked here before? If so, when?

Do you know anyone employed here? Who? (state relationship)

What led you to apply here?

What would you like to be doing 5 years from now?

Marital status: Have you ever been: separated divorced remarried

If you have been divorced, give date: Has your spouse/fiancé been divorced?

Marriage date: Spouse's name:

Has your spouse/fiancé accepted the Lord Jesus Christ as Savior? When?

Is your spouse/fiancé in complete agreement with the idea of working at Keswick? If not, why?

Have you ever been arrested? If yes, please give date and explain

Please Initial if you agree: I am in good health I am capable of lifting 50 lbs.

SPIRITUAL INFORMATION SHEET

1. Have you accepted Jesus Christ as your Lord and Savior? Yes No

When? _____

2. How do you know you are a Christian?

3. Please give a brief testimony, including the circumstances of your conversion.

4. Have you read and do you agree with Keswick Kids Inc.'s Doctrinal Statements? Yes No

5. What church are you currently attending? _____

Are you a member in good standing? Yes No

Pastor's Name _____

Church address _____

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

7. What other Christian service have you done since becoming a Christian? _____

8. Please use the space below to share anything else which you feel would be helpful; i.e. your personal goals as a Christian, doctrinal beliefs, Christian involvement, etc.

POSITION DESIRED

Please indicate 1,2,3,4,5 in the brackets below as to the preschool ages you would like to teach in order of preference?

- { } Infants
- { } Ones
- { } Twos
- { } Threes
- { } Fours

Check the type of employment you are interested in: Full time Part time Substitute Summer only

How long do you want employment? Less than 2 years
 More than 2 years

Rate of pay expected: _____

Referral source: Advertisement Relative Friend Other _____

PROFESSIONAL QUALIFICATIONS

*Please attach photocopies of all your postsecondary transcripts. Should you be offered a position, copies of your transcripts must be provided to the school for inclusion in your personnel file.

Have you received your high school diploma/GED*? _____

Are you 18 or older? _____

Do you have Staff Credential? _____

Completed 45 required training hours? _____

What degrees do you hold?

Degree	Date Received	Institution
_____	_____	_____
_____	_____	_____
_____	_____	_____

Your major(s)

Your minor(s)

Cumulative grade point average: Undergraduate _____ Graduate work: _____

TEACHING EXPERIENCE

Name of School	Location	Age(s) taught	From	To	Reason for Leaving
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

PERSONAL PHILOSOPHY

Please use space below or a separate sheet of paper to succinctly answer in one or two paragraphs each of the questions below:

- A. What is your personal Christian philosophy of preschool education and how would you implement it in the classroom?
- B. Why do you wish to teach in a Christian preschool?
- C. What are the main characteristics that distinguish a Christian preschool from a public preschool?
- D. What do you consider to be the proper preschool classroom atmosphere for learning?
- E. What is your philosophy of discipline?
- F. What areas do you feel are your strengths? Weaknesses?
- G. Why do you feel best prepared to teach the ages you indicated on the previous page?
- H. Why do you prefer those ages?

5 YEAR EMPLOYMENT HISTORY — PLEASE INCLUDE AN EXPLANATION FOR ANY GAPS IN EMPLOYMENT

1. Employer _____ Position _____
Address _____
Dates of employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____
2. Employer _____ Position _____
Address _____
Dates of employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____
3. Employer _____ Position _____
Address _____
Dates of employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____
4. Employer _____ Position _____
Address _____
Dates of employment _____ Supervisor's name & phone number _____
Describe the work you performed _____
Salary: (beginning) _____ (Ending) _____ Reason for leaving _____

PERSONAL REFERENCES

Give at least three references who are qualified to speak of your spiritual experience and Christian service. List your current pastor first. Do not list family members or relatives for references.

- | | Name/Complete Address | Phone | Position |
|----|-----------------------|-------|----------|
| 1. | _____ | | |
| | _____ | | |
| 2. | _____ | | |
| | _____ | | |
| 3. | _____ | | |
| | _____ | | |
| 4. | _____ | | |
| | _____ | | |

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Keswick Christian School 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 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 understand that this is only an application for employment and that no employment contract is being offered to me at this time.

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

Applicant's Name (Print)

Date

Applicant's Signature

AUTHORIZATION TO RELEASE REFERENCE INFORMATION

I have made application for a position as a staff member with Keswick Christian School. And, I authorize the school to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals which 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 authorize references and my former employers to disclose to Keswick Christian School any and all employment records, performance review, letters, reports, and other information related to my life and employment, without giving me prior notice of such disclosure. In addition, I hereby release Keswick Christian School, 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 Keswick Christian School.

I authorize Keswick Christian School to conduct a criminal background check and drug screening. I understand and agree that any offer of employment I may receive from the school is conditioned upon the receipt of background information, including criminal background check and drug screening. 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 also understand the fees for a criminal background check and drug screening are \$125. If hired and I choose to leave employment within six months of my hire date, the \$125 will be deducted from my last paycheck or reimbursed by me to the school if paycheck is insufficient.

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

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

Applicant's Name (Print)

Date

Applicant's Signature



Essential Statements

Our Motto

Educating for Eternity.

Our Mission

Keswick Kids, Inc. equips students to discover and develop their gifts for God's glory.

Our Vision

- Keswick students passionately pursue Christ evidenced by their servanthood, character, and time in worship, prayer, and the Word.
- Keswick students pursue academics, athletics, and fine arts with the primary desire to glorify God.
- Keswick students are thoroughly prepared for college and their life-calling.

Our Foundation

The intrinsic values that guide the mission of Keswick Kids, Inc. are:

- A home for Christian families.
- Academic, athletic, and fine arts balance.
- Christ-centered. Biblical authority. Christian worldview.
- Unique heritage and faith-based history.
- Students are loved.
- Safe, secure environment.
- Parental responsibility.
- Church, home, and school partnership.
- Academic discipline and excellence.
- Excellence without extravagance.

Our Code of Ethics – (*Exodus 20.1-17; Psalm 73.25-26; Matthew 22.37-40; I Corinthians 10.31*)

Because of God's grace alone through faith alone on account of Christ alone, every member of the Keswick Kids, Inc. community ought to:

- fear, love, trust, and enjoy God above all things.
- think, speak, and do all things for the glory of God alone and the physical and spiritual benefit of others.
- fear, and love God so that he does not curse, swear, use satanic arts, lie, or deceive by His name, but call upon it in every trouble, pray, praise, and give thanks.
- fear, and love God so that he does not despise preaching and His Word but hold it sacred and gladly hear and learn it.
- fear, and love God so that he does not despise or anger his parents and other authorities, but honor them, serve and obey them, love and cherish them.
- fear, and love God so that he does not hurt or harm his neighbor in his body, but help and support him in every physical need.
- fear, and love God so that he leads a sexually pure and decent life in what he thinks, says, and does.
- fear, and love God so that he does not take his neighbor's money or possessions, or get them in a dishonest way, but help him to improve and protect his possessions.
- fear, and love God so that he does not tell lies about his neighbor, betray him, slander him, or hurt his reputation, but defend him, speak well of him, and explain everything in the kindest way.
- fear, and love God so that he does not scheme to get what belongs to his neighbor, or get it in any way which only appears right, but helps and is of service to him in keeping it.

Our Statement of Faith

In professing Jesus Christ as Lord and personal Savior, each member of the Keswick Christian School Board and the instructional and non-instructional staff subscribes without reservation to the following Statement of Faith:

- We believe the Bible to be verbally inspired by the Holy Spirit in the original manuscripts, and to be the infallible and authoritative Word of God (II Timothy 3:16; II Peter 1:21).
- We believe in the Triune Godhead in three persons - Father, Son, and Holy Spirit -- three persons and yet but one God (Deuteronomy 6:4; Matthew 28:19; I Corinthians. 8:6).
- We believe in the personality of Satan, called the Devil, and his present control over unregenerate mankind (Genesis 3:1,14,15; II Corinthians 11:14; Luke 10:18; Ephesians 6:11,12; 2:2; Revelation 12:9,10).
- We believe in the fallen and lost estate of man, whose total depravity makes necessary the new birth (Romans 3:10,23; John 3:3).
- We believe in the deity of Jesus Christ, His virgin birth, death, bodily resurrection, present exaltation at God's right hand, and personal and imminent return (Colossians 1:15; Matthew 1:18-25; Matthew 28:1-10; Acts 1:9-11; Hebrews 1:1-4; I Thessalonians 4:16-18).
- We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed for the forgiveness of our sins (John 1:12; Acts 4:12; Ephesians 1:7; 2:8-10; I Peter 1:18-19)
- We believe in the resurrection of the saved unto everlasting life and blessedness in heaven, and the resurrection of the unsaved unto everlasting punishment in hell (I Corinthians 15:50-58; Revelation 20:4-6; 11-15; II Thessalonians 1:7-10).
- We are members of the church, The Body and Bride of Christ, consisting only of those who are born again, for whom He now makes intercession in heaven and for whom He shall come again (Acts 13:38,39; Acts 2:41; Ephesians 1:3-6; I Corinthians 12:12,13; Revelation 11:15-17).
- We believe Christ's great commission to the Church to go into all the world and preach the gospel to every creature, baptizing and teaching those who believe (Matthew 28:18-20).¹
- We believe marriage is ordained of God and is a spiritual and physical union in which a man and a woman are joined by God to live together as one. (Genesis 2:24; Mark 10:7) 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 homosexuality, lesbianism, bisexuality, transgenderism, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex and identity. (Genesis 2:24; Genesis 19:5, 13; Genesis 26:8-9; Leviticus 18:1-30; Romans 1:26-29; I Corinthians 5:1, 6:9; 1 Thessalonians 4:1-8; Hebrews 13:4)
- We believe that God wonderfully foreordained and immutably created each person as either male or female in conformity with their biological sex. These two distinct yet complementary genders together reflect the image and nature of God (Genesis 1:26-27).

Final Authority for Matters of Belief and Conduct: 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 Keswick Kids, Inc's faith, doctrine, practice, policy, and discipline, our board of directors is Keswick's final interpretive authority on the Bible's meaning and application.

¹ Article IV Keswick Kids, Inc. By-Laws, January 28, 2019.

Our Position Statements

The Keswick Kids, Inc. community member (teacher/staff/Board member):

- affirms that he/she trusts Christ alone and the atoning power of the Gospel for his/her justification and sanctification.
- commits to the Christian philosophy of education and school Statement of Faith as adhered to and taught by Keswick Kids, Inc.
- believes that human life begins at conception and that the unborn child is a living human being, the image of God.
- affirms that same gender sexual relationships, intercourse, marriages, etc., are violations of the commandments of God (including but not limited to homosexuality, lesbianism, bisexuality, transgenderism, bestiality, incest, fornication, adultery, and pornography) and are grounds for termination of employment from Keswick Kids, Inc.
- believes that God created the universe in six literal 24-hour periods as the biblical model of creation. (This position is contradictory to belief in evolution, the Gap Theory, the Day-age Theory, Progressive Creationism, and Theistic Evolution.)
- if married, has a spouse who is united with him/her in his/her support of the School, and the ministry that he/she has. (God hates divorce and intends marriage to last until one of the spouses dies. Divorce and remarriage is regarded as adultery except on the grounds of marital infidelity.)
- will enroll his/her elementary and secondary school age children at Keswick Kids, Inc.
- will manifest, in precept and example, both on and off the campus, a role model of Christian living. (Choices in dress, drink, entertainment, and recreation are to be such that befits a mature Christian in a leadership capacity.)

With humble reliance on the goodness and grace of God and the power of His Holy Spirit, I will endeavor to live in accordance with the Keswick Kids, Inc. Motto, Mission, Vision, Foundation, Code of Ethics, Statement of Faith, and Position Statements.

Applicant's Name (Print)

Date

Applicant Signature