



Employment Application

Thank you for your interest in applying for a teaching position at River City Believers Academy. We invite you to fill out this application and email it to: mmansur@rcbaonline.com. We believe that the key to a successful Christian school is its staff. We are looking for people who are experienced and qualified, who really love the Lord and other people, and who may serve as Christian role models on (Luke 6:40). We look forward to receiving your application. Thank you again for your interest in our school.

It is our prayer that God will fulfill his perfect will in the lives of all our applicants.

A. APPLICANT'S NAME AND ADDRESS

Full Name: _____

Application Date: _____ Date Available: _____

Current Address: _____

How long have you lived at the above address? _____

Primary Phone: _____

Secondary Phone: _____

Email Address: _____

B. POSITION DESIRED

What position are you applying for? _____

How did you learn about the position in which you are applying? _____

Please list extracurricular activities or sports which you would be interested in serving as a director, sponsor, advisor, or coach. (Indicate the grade level or ability levels)

C. PERSONAL INFORMATION

Please answer **yes** or **no** to each of the following. If yes, please provide an explanation on a separate sheet of paper.

1. Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer or offered a resignation by a 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 were under circumstances involving your employer's investigation of sexual harassment or sexual contact with another person, of mishandling of funds, or 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 offence 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', or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in public service or in an education program for any crime other than a minor traffic offense?

Yes

No

7. Is there a reason why you might be unable to perform all the duties and responsibilities of the position for which you are applying? If yes, please explain:

Yes

No

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

8. If you are offered a position, will you be able to verify that you are legally permitted to be employed in the United States?

Yes

No

D. CHRISTIAN BACKGROUND

Are you a born-again Christian? _____

What is your local church affiliation? _____

How long have you been affiliated with that church? _____

What areas do you serve at your church? _____

Describe your personal Bible study and prayer life. _____

Please briefly share your salvation testimony. _____

E. Statement of Faith

The RCBA Statement of Faith is built on the fundamental truths of the Christian faith. All school board members, administrators, teachers, and staff are required to adhere to our Statement of Faith.

- We believe that there is one God, a loving Creator eternally existing in three Persons: Father, Son, and Holy Spirit. (*Deuteronomy 6:4; Isaiah 45:22; Matthew 28:19; II Corinthians 13:14*)
- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in glory. (*I Corinthians 8:6; Colossians 1:15-20; John 1:1-4; Romans 3:21-26; I Corinthians 15:20-28; Hebrews 1:3*)
- We believe that God created man for a meaningful relationship with Him, but man's willful sin has created a wall of separation between him and God. Salvation is the result of genuine repentance of sin and faith in the atoning work of Christ. It brings forgiveness to the penitent, makes him a partaker of God's divine nature, and gives peace with God. We call this new birth. (*Isaiah 59:2; Acts 3:19; Romans 5:1; Romans 8:15; II Peter 1:4*)
- We believe the Bible to be the inspired, and the only infallible, authoritative Word of God. (*II Timothy 3:14; II Peter 3:16; John 14:26; John 10:35; II Peter 1:20-21*)
- We believe for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential. (*John 3:5-8; Titus 3:5; II Corinthians 5:17*)
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is empowered and gifted to live a godly life. (*John 14:15-17; II Timothy 1:14; Galatians 5:22-23*)
- We believe in the resurrection of both the saved and the lost; they that are saved to the resurrection of life, and they that are lost to the resurrection of damnation. (*I Thessalonians 4:17; Revelation 14-11; Acts 24:15; II Corinthians 5:20; I Corinthians 15:21*)
- We believe in the spiritual unity of believers in Christ. (*Philippians 1:27, 2:2; Acts 4:32; Ephesians 4:3; Romans 15:6*)

By initialing this page, I acknowledge my agreement with this Statement of Faith and agree to adhere to it and align my teaching and interactions to reflect and model its tenets.

Initials for Acknowledgement: _____

F. Statement on Marriage, Gender, and Sexuality

RCBA supports a biblical view of marriage, gender, and sexuality. All board members, faculty, and staff affirm the following statements. It is God who assigns our fundamental human identity and gender. We believe that all humans, male and female, reflect the image of God. A person's gender is sacred and has a divine purpose. We also affirm that God loves all people, including those who struggle with their gender assignment, identity, and expression. Therefore, we are to love all people, regardless of their struggles. The Bible describes human gender in binary terms. Genesis 1:27 provides the definitive statement: "So God created man in his own image, in the image of God he created him; male and female he created them." Our bodies are God's dwelling place. In the context of discussing sexual identity and behavior, the Apostle Paul wrote, "Do you not know that your bodies are temples of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price. Therefore, honor God with your bodies." *1 Corinthians 6:19-20*

Marriage

We believe that God created marriage to be exclusively the union of one man and one woman, and that sexual activity is to occur exclusively within that union. *Gen 2:18-25; Eph 5:21-23; 1 Cor 7:2*

Gender

We believe that God wonderfully and immutably creates each person as male or female, and that these two distinct, complementary genders together reflect the image and nature of God. *Gen 1:26-27; 1Cor 6:19-20*

Sexuality

We believe that sex is a gift from God that is to be enjoyed with fidelity in the covenant of marriage between one man and one woman. We believe that we are called to chastity in singleness. We believe that sexual relations outside of the covenant of marriage are contrary to the will of God. We believe that the Bible is the final authority regarding sexual behavior. Examples of sexual behavior forbidden by Scripture may be found in the following passages: *Exo 20:14; 1 Cor 6:9-20; Heb 13:4; Lev 18:22, 20:13; Rom1:26-27*

River City Believers Academy will uphold the biblical view of marriage, gender, and sexuality and will adhere to its positions on these issues in its teachings, curriculum, and treatment of students.

By initialing this page, I acknowledge my agreement with this Statement on Marriage, Gender, and Sexuality and agree to adhere to it and align my teaching and interactions to reflect and model its tenets.

Initials for Acknowledgement: _____

G. PROFESSIONAL QUALIFICATIONS

Please list your educational achievements:
(Degree, Date Received, Issuing Institution, Major)

Have you had any courses in the Christian philosophy of education?

- Yes
- No

If so, where and when? _____

Do you have a teaching certificate recognized by the state of Texas?

- Yes, Expiration Date: _____
- No

Do you hold an ACSI Certification?

- Yes, Expiration Date: _____
- No

Do you have any other awards, recognitions, or certificates you would like to tell us about?

H. PERSONAL PHILOSOPHY

Please answer in one or two sentences the questions below:

1. Why do you wish to work in a Christian school? _____

2. What are the main characteristics that distinguish a Christian school from a public school? _____

3. What areas do you feel are your strengths? Weaknesses? _____

4. What is your philosophy of discipline? _____

5. Please describe how well you get along with your peers. _____

6. Please summarize any additional information that you would like to present regarding your qualifications for this position. _____

I. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past 5 years. If necessary, you can attach another page (please use same format as below)

Employer: _____

Position: _____

Dates of Employment: _____

Address: _____

Supervisor's Name: _____

Supervisor's Phone Number: _____

Reason for Leaving: _____

Employer: _____

Position: _____

Dates of Employment: _____

Address: _____

Supervisor's Name: _____

Supervisor's Phone Number: _____

Reason for Leaving: _____

Employer: _____

Position: _____

Dates of Employment: _____

Address: _____

Supervisor's Name: _____

Supervisor's Phone Number: _____

Reason for Leaving: _____

Employer: _____

Position: _____

Dates of Employment: _____

Address: _____

Supervisor's Name: _____

Supervisor's Phone Number: _____

Reason for Leaving: _____

Have you already signed a contract for the next school year with any other institution?

Yes

No

J. PERSONAL REFERENCES

Give two references who are qualified to speak for your spiritual experience and Christian service. List your current pastor first (Please do not list family members/relatives as references)

Name/Position/Phone Number/Email Address:

1. _____

2. _____

Give two references who are qualified to speak of your professional training and experience

Name/Position/Phone Number/Email Address:

1. _____

2. _____

L. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that River City Believers 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 acknowledge that I have read and am in agreement with the Statement of Faith and the Statement on Marriage, Gender, and Sexuality.

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. I certify that the answers I have given on this questionnaire are accurate and truthful.

ELECTRONIC SIGNATURE: The electronic signature below in its related fields are treated by River City believers Academy like a physical handwritten signature on paper form.

Check here for electronic signature

Applicant's Name: _____ Date: _____