

The King's Christian School

TEACHER APPLICATION



In partnership with Christian parents, The King's Christian School, a K-12, non-denominational, college preparatory school, equips and strengthens students through education and example that they might stand firmly upon the Word of God and become effective servant-leaders who impact the world through their Christian walk.

DOCTRINAL STATEMENT

We recognize that The King's Christian School is not a church but rather a supportive arm of the church, and that it does not replace the unique and distinctive elements of the local church.

This abbreviated statement enables us to share the doctrinal position of The King's Christian School with you. It is a doctrinal position based on the infallible Word of God and interpreted in accordance with the reformed standards of the Westminster Confession of Faith (the London Confession of 1689).

GOD

We believe that God is a Spirit (John 4:24), infinite (Job 11:7-9), eternal (I Timothy 1:17), unchangeable (James 1:17; Malachi 3:6), and incomparable (Psalm 145:3; Romans 11:33-36) in all that He is, one God but three persons (I John 5:7; Matthew 3:16; 28:19, 10; II Corinthians 13:14), the Father (Ephesians 4:6), the Son (John 1:14; 10:30), and the Holy Ghost (John 15:26), our Creator (Genesis 1:1; John 1:10), Redeemer and Sanctifier, in Whose power and wisdom, righteousness, goodness and truth (Romans 1:20; Jeremiah 10:12; 32:17) we may safely put our trust (Proverbs 3:5, 6; Acts 17:24, 25).

GOD'S WORD

We believe that our one aim in life and death should be to glorify God (I Corinthians 1:31; 10:31) and enjoy Him forever (Psalm 73: 25-28; 90:14), and that God teaches us how to glorify and enjoy Him in His holy Word—that is the Bible (Psalm 1). He has given the Bible by the infallible inspiration of His Spirit (II Timothy 3:16; II Peter 1:20, 21), allowing no errors in original writing, in order that we may know with certainty what we are to believe concerning Him (II Timothy 3:15), and what duty He requires of us (Psalm 119:9-11; 105; Micah 6:8; Matthew 22:34-40).

We believe that the canon of Scripture is closed with the revelation of Jesus Christ, the Son of God (Hebrews 1:1, 2; Revelation 22:18)

CREATION

We believe that the heavens and the earth, and all that is in them, are the direct work of God's hands (Jn. 1:3; Job 26:13) - created from nothing (Gen. 1; Heb. 11:3), without the process of evolution; and all that He has made He directs and governs (Ps. 115:3; Eph. 1:11), so that they fulfill the end for which they were created (Col. 1:16). We who trust in Him may rest securely in the protection of His almighty love (Acts 17:28).

MAN

We believe that God formed man from the dust of the ground and breathed life into him (Gen 2:7). God created men and women in His own image (Gen 1:26), distinct in gender and roles (Gen 1:27; 2:18, 21-24 I Cor 11:7-9; 1 Tim 2:12-14), but equal in worth, dignity, and inheritance (1 Pet 3:7, Gal 3:28), with wonderful and permanent intention, (Psa 139:13-16), in knowledge, righteousness, and holiness (Ecc 7:29; Eph 4:24), requiring of man the obedience that was God's due (1 Jn 2:6). It was by willfully disobeying God that man fell into sin and misery (Gen 2:17; Rom 1:19-32).

SIN

We believe that through the devices of Satan (Genesis 3:13; II Corinthians 11:8) all mankind is fallen in Adam (Romans 5:12-19). We are by nature children of wrath (Ephesians 2:3), under the condemnation of God (Galatians 3:10) and corrupted in body and soul (Ephesians 4:18), prone to evil (Romans 7:5; 15-24; Ecclesiastes 8:11), and liable to eternal death (Romans 6:23) and everlasting punishment (Daniel 12:2; Matthew 25:41; II Thessalonians 1:9); from this dreadful state we cannot be delivered save through the unmerited grace of God our Savior (John 3:16; Ephesians 2:8, 9; Titus 2:11; 3:5).

SALVATION

We believe that God has not left the world to perish in its sin (II Peter 3:9) but, out of the great love wherewith He has loved it (John 3:16), He has from all eternity graciously chosen (Romans 8:30; Ephesians 1:4) unto Himself a multitude which no man can number (Revelation 5:9; 7:9), to deliver them out of their sin and misery. We believe that God has redeemed His people unto Himself (I Peter 2:9, 10) through Jesus Christ our Lord (Ephesians 2:15-19; I Peter 1:18); who, though He was and ever continues to be the eternal Son of God (John 1:14; I John 5:20), yet was born of a virgin (Isaiah 7:14; Matthew 1:23), born under the law, that He might redeem them that were under the law (Galatians 4:4, 5). We believe that He bore the penalty due to our sins (Isaiah 53; I Peter 2:24; 3:18).

JESUS CHRIST

We believe that Jesus Christ, our Redeemer (Acts 4:12; Galatians 3:13), died for our offenses (Isaiah 53:4-12), was raised again for our justification (Romans 4:25), and ascended into the heavens (Acts 1:9-11; Hebrews 4:14-16), where He sits at the right hand of the Almighty Father (Hebrews 1:3; 12:2), continually making intercession for His people (Romans 8:34; Hebrews 7:2). Because He governs the whole world as Head over all things for His church (Ephesians 2:20-23; Colossians 1:18), we surely know that nothing can snatch us out of His hands (John 10:27-30) and nothing can separate us from His love (Romans 8:35-39).

HOLY SPIRIT

We believe that the redemption wrought by the Lord Jesus is effectively applied to all His people by the Holy Spirit (John 6:63; I Corinthians 4:13; Ephesians 7:17-19), who works faith in them and thereby unites them to Christ (I Corinthians 12:13; Ephesians 2:14-16). As His Spirit renews them in the whole man after the image of God (Colossians 3:10), they are enabled more and more to die unto sin and to live unto righteousness (Romans 6:11; I Peter 2:24), until, this gracious work having been completed (Philippians 1:6; II Timothy 3:17) in them, they shall be received into glory. Abiding in this hope (Titus 2:13), we must ever strive to perfect this holiness in the fear of God (Hebrews 12:10).

SANCTIFICATION

The principle acts of saving faith are accepting, receiving and resting upon Christ alone for justification, sanctification and eternal life (John 1:12; Acts 6:31; Galatians 2:20). Good works done in obedience to God's commandments are the fruits and evidences of a true and living faith (James 2:18, 22), and by them believers manifest their thankfulness (Psalm 116:12, 13; I Peter 2:9), strengthen their assurance (I John 2:3, 5; II Peter 1:5-10), edify their brethren (II Corinthians 9:2), adorn the profession of the gospel (Ephesians 4:1-3; Titus 2:5), stop the mouths of adversaries (I Peter 2:15), and glorify God (I Peter 2:12), whose workmanship we are, created in Christ Jesus unto holiness and good works (Ephesians 2:10) that we may have eternal life (Romans 6:22). Thus, we are to work out our salvation with fear and trembling. For it is God who works in us to both will and to do of His good pleasure (Philippians 2:12, 13). We believe that

immediately upon death the souls of Christians are made perfect in holiness (Hebrews 12:23; II Timothy 4:6-8) and are in the presence of the Lord forever (Luke 23:43; II Corinthians 5:8).

CHRIST'S RETURN

We believe that Jesus Christ will physically and visibly return a second time in glory (Daniel 7:13; Matthew 24:30) according to His promise to consummate His kingdom (Matthew 24:14, 42), to judge the world in righteousness (Isaiah 22:3, 4), and to assign each to His eternal reward (Revelation 20:7-15). Now if we are dead with Christ, we believe that we shall also live with Him (Romans 5:8; I Corinthians 15:51-53), and when He shall return in glory we shall be raised in Him (I Corinthians 15:42-44; I Thessalonians 4:13-19) and made perfectly blessed in the full enjoyment of God to all eternity (I Peter 5:10; II Timothy 2:10-13; Jude 24).

THE KING'S CHRISTIAN SCHOOL PEACE MAKER PLEDGE

As people reconciled to God by the death and resurrection of Jesus Christ, The King's Christian School believes that each individual is called to respond to conflict in a way that is remarkably different from the way the world deals with conflict (Luke 6:27-36; Gal. 5:19-26; Matt. 5:9). The King's Christian School also believes that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ (1 Cor. 10:31-11:1; Rom. 8:28-29; James 1:2-4). Therefore, in response to God's love and in reliance on His grace, all employees are asked to commit themselves to respond to conflict according to the following principles:

Glorify God - We will seek to please and honor God – by depending on His wisdom, power, and love; by faithfully obeying His commands; and by seeking to maintain a loving, merciful, and forgiving attitude (1 Cor. 10:31; James 4:1-3; Psalm 37:1-6; Phil. 4:2-9; Col. 3:1-4; 1 Peter 2:12; John 14:15; James 3:17-18; Rom. 12:17-21; Mark 11:25).

Get the Log Out of Your Own Eye - We will take responsibility for our own contribution to conflicts – confessing our sins, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused (Matt. 7:3-5; 1 John 1:8-9; Prov. 28:13; Col. 3:5-14; Luke 19:8).

Go and Show Your Brother His Fault - We will choose to overlook minor offenses, or we will talk directly and graciously with those whose offenses seem too serious to overlook. When a conflict with another Christian cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner (Matt. 18:15-20; James 5:9; Prov. 19:11; Gal. 6:1-2; Eph. 4:29; 2 Tim. 2:24-26; 1 Cor. 6:1-8).

Go and Be Reconciled - We will actively pursue genuine peace and reconciliation—forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences (Matt. 5:23-24; Eph. 4:1-3, 32; Matt. 7:12; Phil. 2:3-4).

By God's grace, we apply these principles as a matter of stewardship, realizing that conflict is an assignment, not an accident. We will remember that success, in God's eyes, is not a matter of specific results but of faithful, dependent obedience. And we will pray that our service as peacemakers brings praise to our Lord and leads others to know His infinite love (Matt. 25:14-21; 1 Peter 2:19; Rom. 12:18; John 13:34-35).

As an employee (full or part-time) of The King's Christian School, I agree to follow the process as described above in all matters of concern or disagreement with an individual, administrative regulation or directive, and/or board policy. I also agree and forfeit my right to file suit and/or a legal claim against The King's Christian School, an employee of The King's Christian School, or the Board of Directors of The King's Christian School. I will seek biblical resolution to all matters following the prescribed grievance procedures as stated in Board Policy and the Employee Handbook with mediation/arbitration as the final means of resolving an issue or concern.

No contract and/or employment agreement is binding unless this agreement is signed prior to the beginning/renewal date of employment.

PERSONNEL ARBITRATION/MEDIATION AGREEMENT

(Official requirement of all employment agreements at The King's Christian School)

The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the biblical injunction of 1 Corinthians 6:1-8, Matthew 5:23-24 and Matthew 18:15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or to any aspect of the employment relationship, including any claim or statutory claims, shall be settled by biblically-based mediation as defined below.

If resolution of the dispute and reconciliation do not result from such efforts, the matter shall then be submitted to a panel of three arbitrators for binding arbitration. Each party to the agreement shall have the right to select one arbitrator. The two arbitrators selected by the parties shall jointly select the neutral, third arbitrator. If there is an impasse in the selection of the third arbitrator, the Association of Christian Conciliation Services shall be asked to provide the name of a qualified person that will serve in that capacity. The arbitration shall be conducted in accordance with the Rules of Procedure for Christian Conciliation of the Association of Christian Conciliation Services (Peacemaker Ministries) (406) 256-1583, www.hispeace.org.

The parties agree that these methods shall be the sole remedy for any controversy or claim arising out of the employment relationship or this agreement and expressly waive their right to file a lawsuit against one another in any civil court for such disputes, except to enforce a legally binding arbitration decision. Each party, regardless of the outcome of the matter, agrees to bear the costs of the neutral arbitrator and any other arbitration expenses.

DECLARATION OF ETHICAL AND MORAL INTEGRITY

SPIRITUAL STANDARDS STATEMENT

With a strong desire to maintain a pure testimony for Christ in every phase of our school life in the face of today's drift from Scriptural principles and standards, it is essential that we recognize the reality of our three-fold enemy –Satan, the world, and the flesh. We must develop keen Spiritual discernment so that we will be able to stand courageously against the influence of the world and be separated from those things which are a hindrance to our spiritual growth and testimony, realizing first that we are new creations in Christ Jesus (II Cor. 5:17) and second that we have an obligation to present our bodies a living sacrifice, holy acceptable unto God (Romans 12:1, 2). We recognize that neither a consuming desire for material things of this world nor constant indulgence in worldly amusements is consistent with the desired Spiritual growth and vital testimony. As to the flesh, here too, an attitude of crucifixion and death is the only safe and Scriptural answer to this ever present peril (Rom. 6; Gal. 5:16, 24, 25). We must especially refrain from the sins specified in the murmurings, whisperings (gossip), backbiting, misuse of the tongue, etc. (Rom 1; Gal. 5; Eph. 4; Phil. 2; Col. 3; James 3). Our minds and hearts should be permeated with sincere desire not to grieve the Holy Spirit in any way but on the other hand to please Him by our obedience and to glorify God in all our service. (I Cor. 6:19, 20).

All members of the board of directors and teachers (full-time, substitute, and part-time) are to annually consent to and indicate their sincere and whole-hearted agreement with this entire statement and, by the grace of God and in dependence upon the Holy Spirit, do their utmost to maintain these standards. If at any time an individual is no longer willing to maintain these standards, it will be incumbent upon that one to voluntarily resign his or her position. Adopted 11/16/65

BOARD POLICY #530.1 – EMPLOYMENT CRITERIA

Candidates for hire for employment as Educational/Administrative, Instructional or Support Staff must believe in the Lord Jesus Christ as their personal Savior and must agree with the doctrinal statement of The King's Christian School. Eligible children of full-time employees must attend The King's Christian School.

Recognizing the wide range of beliefs among Association members and school families of The King's Christian School, each of us must respect the distinctive aspects of individual conviction beyond the basic elements of personal faith in Jesus Christ alone for salvation. However, in keeping with the school's position on the authority of the Word of God as His revelation to man, The King's Christian School holds that the revelatory activity of God ceased with the completion of the New Testament. Thus, Scripture is sufficient as the Christian's authority, and there is no need for subsequent experience to supplement that authority.

All employees must believe that the revelatory activity of God ceased with the completion of the New Testament. Thus, Scripture is sufficient as the Christian's authority, and there is no need for subsequent experience to supplement that authority. The King's Christian School considers the gift of speaking in tongues revelatory, as the gift is used and described in Acts. Therefore, it is the policy of The King's Christian School that speaking in tongues or the interpretation of such shall not be advocated or practiced by adults or students in classes, meetings, or other gatherings of the Association or school.

Policy 530.1

(Revised 1/96; 11/00; 1/03)

THE KING'S CHRISTIAN SCHOOL

5 Carnegie Plaza
Cherry Hill, NJ 08003
856-489-6724
www.tkcs.org

PERSONAL DATA

Title:

Mr. Mrs. Ms. Dr. Other

Date:

First Name:

Last Name:

Address:

Home Phone:

Mobile Phone:

Email:

Position for which applying:

Position you presently hold:

How long have you been in your present position?

Have you ever been dismissed, resigned to avoid being dismissed, or been asked to resign from a position?

Yes No

If yes, please explain?

If employed at The King's Christian School, how long do you expect to be available?

Teaching Experience:

Substitute Teaching Experience:

SPIRITUAL DATA

Church Information

Church Name, Address, Phone:

Pastor's Name:

Have you been a member of this church for six months or more?

Yes No

If not, please list the name, address, phone number, and the pastor of the previous church of which you were a member:

Church Name, Address, Phone:

Pastor's Name:

Have you ever received Jesus Christ as your Savior and Lord?

Yes No

What do you consider the basic responsibilities of a Christian to be?

What do you consider some of the major aims of a Christian School to be?

ACADEMIC DATA
UNDERGRADUATE

Colleges and/or Universities attended: (Please request your college(s) to provide us with a complete set of your academic credentials. This application is not complete until these have been received.

COLLEGES/UNIVERSITIES ATTENDED	DATES	DEGREES

MAJOR:	MINOR:

GRADUATE

COLLEGES/UNIVERSITIES ATTENDED	DATES	DEGREES

MAJOR:	MINOR:

How many credits beyond your highest degree do you presently have?

List any awards, special recognition, or honors you have received:

PLEASE FORWARD TRANSCRIPTS TO:

Laura Tresca
The King's Christian School
5 Carnegie Plaza
Cherry Hill, NJ 08003

LIST ALL TEACHER CERTIFICATES: (A copy of each certificate is to be submitted)

STATE/AGENCY:

TYPE/LEVEL:

EXPIRATION DATE:

PROFESSIONAL CERTIFICATES: (A COPY OF EACH CERTIFICATE IS TO BE SUBMITTED)

STATE/AGENCY:

TYPE/LEVEL:

EXPIRATION DATE:

WORK EXPERIENCE: (non-teaching)

Employer (Name, Address, Telephone):

POSITION:

DATES:

REASON FOR LEAVING:

WORK EXPERIENCE: (non-teaching)

Employer (Name, Address, Telephone):

POSITION:

DATES:

REASON FOR LEAVING:

REFERENCE DATA

Please list names and addresses of individuals who will testify of:

Professional Qualities and Abilities

NAME:	NAME:	NAME:
ADDRESS:	ADDRESS:	ADDRESS:
POSITION:	POSITION:	POSITION:
TELEPHONE:	TELEPHONE:	TELEPHONE:
EMAIL:	EMAIL:	EMAIL:

Professional Qualities and Abilities

NAME:	NAME:	NAME:
ADDRESS:	ADDRESS:	ADDRESS:
POSITION:	POSITION:	POSITION:
TELEPHONE:	TELEPHONE:	TELEPHONE:
EMAIL:	EMAIL:	EMAIL:

DECLARATION OF ETHICAL AND MORAL INTEGRITY

As an applicant for employment at The King's Christian School and its ministries, I _____ recognize, understand, and agree to live by the moral and ethical standards of the school. I further declare that with regard to my personal moral and ethical character and conduct as of this date, I am not, nor have I been in the past engaged in inappropriate conduct toward minors, nor do I have inclinations toward such conduct. Inappropriate conduct includes the following: homosexuality, verbal, physical or sexual abuse as defined by Scripture and state law.

I do declare that the above statement is factual and true.

I agree/or will comply with:

- Constitution of TKCS Association
- Spiritual Standards
- Moral and Ethical Integrity Standards
- Peace Maker's Pledge
- Arbitration/Mediation Agreement
- Doctrinal Statement
- Discipline Statement: I will enforce the discipline policies in the TKCS family handbook.

****SPECIAL NOTICE TO JOB APPLICANTS****

1. All employment contracts and hiring agreements are provisional until satisfactory results of a criminal history check are received by TKCS.
2. Appropriate paperwork will be provided.

Print Full Name

Date:

Signature of Applicant

Date:

Administrator's Signature After Interview with Applicant

Date: