



## Round Rock Christian Academy

### Substitute Application

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Your interest in Round Rock Christian Academy is appreciated. Please complete this substitute application and return it to the school office. We will review the complete application, contact the references provided, and arrange for a personal interview before consideration for any substitute positions.

We realize that the key to a successful Christian school is its staff. We are seeking applicants who are professionally qualified, who really love children, and who, by the pattern of their lives, are Christian role models (Luke 6:40). We look forward to receiving your application.

#### A. Applicant Information

Full name: \_\_\_\_\_

Date of application: \_\_\_\_\_ Date available: \_\_\_\_\_

Address: \_\_\_\_\_ City, State, Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Length of time at this address? \_\_\_\_\_ Email: \_\_\_\_\_

#### B. Education *(attach copies of your postsecondary transcripts)*

Degree	Cum. GPA	Major/Minor	Date Conferred	College/University

#### C. Professional Experience

Sequentially list your substitute teaching experience with most recent first.

School Name	Grades or Subjects	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

**D. Christian Background**

**\*On a separate paper, briefly give your Christian testimony.**

Please carefully read our Statement of Faith and indicate your degree of support.

\_\_\_ I fully support the Statement as written without mental reservations.

\_\_\_ I support the Statement except for the area(s) listed and explained on a separate paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

Do you believe the Bible to be the ONLY inspired and infallible Word of God, our final authority in all matters of faith, truth and conduct? Yes \_\_\_ No \_\_\_

Denominational preference? \_\_\_\_\_

What is your local church affiliation? \_\_\_\_\_

Are you presently a member in good standing? \_\_\_\_\_ Years? \_\_\_\_\_

In what church activities are you involved and with what degree of regularity?  
\_\_\_\_\_  
\_\_\_\_\_

What other Christian service have you done since becoming a Christian?  
\_\_\_\_\_  
\_\_\_\_\_

Are you capable of teaching a Bible class? \_\_\_ If yes, what are your subject preferences?  
\_\_\_\_\_

To what extent do you believe you should become involved in Sunday and other weekday ministries of the sponsoring church or the church of which you are a member?  
\_\_\_\_\_  
\_\_\_\_\_

Describe your routine of personal Bible study and prayer.  
\_\_\_\_\_  
\_\_\_\_\_

What books have you read recently that have helped you spiritually?  
\_\_\_\_\_

**E. Employment History**

Please start with your current or most recent employer and work backwards for the past **ten years**. If necessary, you may follow the same format on the reverse.

1. Employer Name \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

2. Employer Name \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

3. Employer Name \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

4. Employer Name \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

5. Employer Name \_\_\_\_\_  
Position \_\_\_\_\_ Dates of Employment \_\_\_\_\_  
Address \_\_\_\_\_  
Supervisor's Name \_\_\_\_\_ Phone Number \_\_\_\_\_  
Reason for leaving \_\_\_\_\_

Have you served in the military? Yes \_\_\_ No \_\_\_. If yes, what type of training or education did you receive? \_\_\_\_\_

Are you holding or have you already signed a contract for next year with any other educational institution? Yes \_\_\_ No \_\_\_

**F. References**

Please provide three professional references and two personal references. Do not include family members or relatives for references. All applicants will sign the Policy Agreement and Compliance form to give authorization for RRCA to contact the references listed below.

Name	Phone	Relationship to Applicant? (former employer, colleague, pastor, principal, etc.)



## ROUND ROCK CHRISTIAN ACADEMY Substitute Agreement and Compliance Form

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RRCA expects all faculty, staff, coaches, and substitutes to model the qualities and characteristics that exemplify a Christ-like life. As a full-time, part-time, contracted employee or substitute at RRCA, I recognize, understand, and agree to live by the Christian moral standards of the school.

**Tobacco Use Policy:** RRCA has prohibited the use of tobacco throughout the workplace. Any questions regarding the tobacco policy should be directed to administration.

**Substance Free Workplace:** RRCA is committed to maintaining an alcohol and drug-free environment and will not tolerate the use of alcohol and illegal drugs in the workplace and at school-related or school-sanctioned activities on or off school property. Employees who use or are under the influence of alcohol or illegal drugs as defined by the Texas Controlled Substances Act during working hours may be dismissed and/or referred to appropriate law enforcement officials for prosecution. As a condition of employment, employees shall abide by the terms of this policy and notify the Head of School in writing if they are convicted for a violation of a criminal drug statute.

**Possession of Weapons on Premises:** Employees, visitors, and students are prohibited from bringing firearms, knives, clubs, chemical substances, ammunitions, or other prohibited weapons onto school premises or any grounds or building where a school-sponsored event takes place. To ensure the safety of all persons, employees who observe or suspect a violation of this policy should report it to their supervisor immediately.

**Release of References and Employment Verification:** I understand that the references I have provided may be contacted by the school. I authorize the release and giving of information requested by RRCA such as employment records, performance reviews, work history, and personal references whether such information is favorable or unfavorable to me. I release any person, organization, or company from any and all liability, claims, or damages that may directly or indirectly result from the disclosure or release of information by any person or party. I further waive my right to personally view any references given to RRCA.

**Convictions:** Have you ever been convicted\* of a crime, other than minor traffic offenses (minor offenses include speeding or parking violations)? Yes \_\_\_ No \_\_\_ If yes, please explain (on a separate paper). *\*Convicted means you were declared guilty by a judge or jury-or you pled guilty in court. A conviction may have taken place even if you did not pay a fine or spend time in prison. Answering yes will not automatically disqualify you from employment. RRCA will conduct a criminal background check.*

**Background Check:** I understand that I am required to complete a criminal background check form, and I hereby authorize the school to conduct a criminal records check. In addition, I may be required to submit to a fingerprint check by the FBI and/or other federal and state authorities. I understand and agree that my working with students at RRCA is conditional upon the receipt of background information, including criminal background information. The school may refuse an offer of employment or continuation of employment if the school deems any background information unfavorable or that it could reflect adversely on the school or on me as a Christian role model.

**Moral Integrity:** I have disclosed all past and current legal, moral, and ethical issues or allegations that may affect my ability to be a positive Christian role model. I declare that during the past year I have not engaged in, or at the current time I am not engaging in, and promise that I will not during the term of my employment, engage in unethical, immoral, or inappropriate sexual conduct, or improprieties toward minors as defined by Scripture and federal or state law. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of RRCA.

**Faculty/Staff Handbook Agreement:** I acknowledge that I have read and will abide by the policies and procedures outlined in the RRCA Faculty/Staff Handbook. I understand that any major changes to the Faculty/Staff handbook will be communicated to me.

**Agreement for Electronic Communication Changes to Benefits:** I hereby give RRCA permission to electronically communicate any ERISA benefit information and Affordable Care Act (ACA) notices required by law.

**Agreement for Media Release for Marketing:** I agree to give RRCA all rights to publish or use video or photographic images of myself for the sole purpose of advertising and/or promotion of RRCA. I waive any right to approve any finished advertising or promotional piece that may be used.

I certify that I have carefully read, understand and agree to the above statements.

Name (Print and Sign): \_\_\_\_\_

Date: \_\_\_\_\_

## RRCA STATEMENT OF BELIEFS

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- We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God (2 Timothy 3:15; 2 Peter 1:21)
- We believe there is only one God eternally existent in three persons - Father, Son and Holy Spirit (Genesis 1:1; Matthew 28:19; John 10:30)
- We believe in the deity of Christ (John 10:33); His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:35); His sinless life (Hebrews 4:15; 7:26); His miracles (John 2:11); His vicarious and atoning death (1 Corinthians 15:3; Ephesians 1:7; Hebrews 2:9); His resurrection (John 11:25; 1 Corinthians 15:4); His ascension to the right hand of the Father (Mark 16:19); His personal return in power and glory (Acts 1:11; Revelation 19:11).
- We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone we are saved (1 John 3:16-19; 5:24; Romans 3:34; 5:8-9; Ephesians 2:8-10; Titus 3:5).
- We believe in the resurrection of both the saved and the lost, they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:28-29).
- We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9; 1 Corinthians 12:12-13; Galatians 3:26-28).
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (Romans 8:13-24; 1 Corinthians 3:16; 6:19-20; Ephesians 4:30; 5:18).
- 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). God has uniquely created each person to live their life as He created them, male or female, to serve and glorify God in their life.
- 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 is against God's commands (Matt. 15:18-20; 1 Cor. 6:9-10).
- 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 RRCA.