



EVANGEL
CHRISTIAN ACADEMY

EMPLOYMENT APPLICATION

Substitute Teacher

Mission Statement

Evangel Christian Academy exists to partner with parents and their church to educate, equip, and empower students to pursue their purpose in Christ

Evangel Christian Academy recognizes the strategic role of its faculty and staff in carrying out its mission successfully. Therefore, the Academy seeks applicants who not only are professionally qualified, but also are called by God to minister his truth and love to children in a Classical Christian school setting. Their lives must reflect godly character, a commitment to the inerrancy and sufficiency of Scripture, and demonstrate an intimate relationship with the Lord Jesus.

We appreciate your interest in joining the ministry of Evangel Christian Academy. After completing this application form, please return it along with your resumé and handwritten testimony, to:

Attn: Employment Application
Evangel Christian Academy
4052 Nonchalant Circle S.
Colorado Springs, CO 80917

Or by email to: HR@ecaeagles.org.

When we have an opening for which you are qualified, we shall notify you to arrange a phone conversation. If we have continued interest in your application, we will ask you to come to campus for a personal interview.

We pray for applicants, as we do for ourselves, that God will fulfill His perfect will in each of our lives, and we trust Him to make clear His calling to us.

SUBSTITUTE TEACHER EMPLOYMENT APPLICATION

APPLICANT INFORMATION

Position Applying For: _____

Applicant's Name: _____
First Middle Last

Application Date: _____ Date Available: _____

Current Mailing Address: _____

Phone: Home: (_____) _____ Cell: (_____) _____

Best time to call: _____ Email: _____

What courses and or grades are you qualified to teach? (Give in order of preference) _____

Provide details of your teaching experience: _____

What do you understand classical Christian education to be?: _____

What are the most essential characteristics of an excellent teacher (other than professing the Christian faith)?: _____

SUBSTITUTE TEACHER EMPLOYMENT APPLICATION

CHRISTIAN SERVICE AND TESTIMONY

Church Membership: _____ Denomination: _____

Member in good standing: ☐ Yes ☐ No How many years? _____

In what church or other areas of your Christian service are you involved and with what regularity? _____

State briefly your personal beliefs on the following topics:

Scripture: _____

Sovereignty of God: _____

Holy Trinity: _____

Person & Work of Christ: _____

Justification: _____

Sanctification: _____

What is your view of the origin of man and the universe? _____

List the books you have read recently: _____

Testimony: *In your own handwriting*, on the lined sheet provided, briefly describe your personal relationship with the Lord Jesus.

SUBSTITUTE TEACHER EMPLOYMENT APPLICATION

PERSONAL REFERENCES

Give the name of your pastor so we may inquire regarding your spiritual experience and Christian service.

Name _____ Phone _____

Relationship _____

Complete Address _____

Give one (1) reference who is qualified to speak of your professional training and experience.

Name _____ Phone _____

Relationship _____

Complete Address _____

APPLICANT'S CERTIFICATION AND AGREEMENT

"I understand that Evangel Christian 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 initial application and accompanying resumé are true and complete to the best of my knowledge and belief. I understand that discovery of falsification of any statement or a significant omission of fact may prevent my being hired, or if hired, may subject me to immediate dismissal regardless of the time elapsed before discovery. If I am released under such circumstances, I further understand that I will be paid and receive benefits only through the day of release.

"I authorize Evangel Christian Academy to contact the references that I listed regarding my testimony, work history, performance evaluations, my educational preparation and other matters related to my suitability for employment at Evangel Christian Academy.

"I authorize my references and my former employers to disclose to Evangel Christian Academy any and all employment records, performance evaluations, letters, reports and other information related to my life and employment, without giving me prior notice of such disclosure. In addition, I hereby release Evangel Christian Academy, my references, my former employers and all other parties from any and all claims, demands or liabilities that arise out of, or are in any way related to, such investigation or disclosure. I waive the right to view personally any references given to the Academy.

"I understand that this is only an application for employment and that no employment contract is being offered at this time, and that prior to any employment contract being signed, I will read and acknowledge my willingness to adhere to the policies contained within the Academy's Parent/Student Handbook. (To request a copy at this time, please email hr@ecaeagles.org.)

"I agree with the "Statement of Faith," and the "Statement On Marriage, Sexuality, And Gender Identity" (see page 8). Should I ever change my mind or views on this statement, I shall immediately notify Evangel Christian Academy and offer to tender my resignation.

"I desire to love the Lord Jesus with all my heart, soul and mind. I aspire to love my neighbor as myself, and I enjoy working with youth.

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

Applicant's Signature

Date

BACKGROUND CHECK RELEASE

Please answer the following questions, using a separate sheet of paper if needed.

Have you ever been the subject of any civil or criminal action—whether filed or threatened—alleging physical abuse, sexual abuse, or harassment on your part? ☐ Yes ☐ No

If yes, on a sheet of paper, please provide a detailed explanation, including the: date of the incident leading to the allegation, nature of the allegation, location where the incident occurred, and the final disposition or outcome of the matter.

Have you ever been accused of physical or sexual abuse or sexual harassment? ☐ Yes ☐ No

If yes, on a sheet of paper, please provide a concise explanation of the allegations, including the date, nature, and location of the incident; the disposition or outcome; and your employer at the time (name, address, and telephone number).

Have you ever received any physical or psychological medical treatment related to allegations of physical abuse, sexual abuse, or sexual harassment committed by you? ☐ Yes ☐ No

If yes, on a sheet of paper, please provide a concise explanation of the treatment, including the date(s), nature, and location(s), and identify the treating physician (name, address, and telephone number).

"The information I have provided on this questionnaire is accurate and complete and may be verified by the Evangel Christian Academy, Inc. I understand that the submission of any false or incomplete information in connection with this questionnaire will be cause for the termination of my employment or volunteer engagement at any time.

"I authorize Evangel Christian Academy, Inc. and its agents to verify any information related to this questionnaire, my employment application, or my resume. I also authorize all individuals, previous employers, and law enforcement officials to freely release any information concerning my background to the School, and I hereby release any and all of said parties from any liability for doing so. I agree to execute any releases necessary to permit the release to the Evangel Christian Academy, Inc. of prior employment, medical, judicial, and law enforcement records, and information pertinent to matters addressed in this questionnaire."

Applicant's Name: _____
First Middle Maiden Last

Other/Former Names _____

Street Address _____

City _____ State _____ Zip Code _____

Phone: Home: (_____) _____ Cell: (_____) _____

Email _____ SSN _____ - _____ - _____

Employer _____ Work Phone _____

Date of Birth (mm/dd/yyyy) _____ ☐ Male ☐ Female

Driver's License Number _____ State _____

Applicant's Signature _____

Date _____

For office use only: Background Check completed: _____, entered in SIS _____
date initials

STATEMENTS ON FAITH AND PRACTICE

The doctrinal basis of Evangel Christian Academy is that biblical system commonly called “The Reformed Faith” as expressed in the Westminster Confession of Faith together with its Larger and Shorter Catechisms. In this light, we in our educational program stand committed to the teachings of the Westminster Standards and no other belief system may be taught as true. Though we do not require teachers to agree to all of the Westminster Confession, we provide this statement as a basis for our system of beliefs.

We require that teachers, administrators, and staff have a credible testimony and a commitment to salvation being found through faith in Jesus Christ alone. All employees must agree to the statement of faith found below.

As a corollary to our Statement of Faith, Evangel Christian Academy affirms that our faith has very practical implications. We believe these need to be stated in the context of our desire lovingly, yet Biblically, to represent Christ and His kingdom here on earth.

In order to preserve the mission and integrity of Evangel Christian Academy as a local expression of the Body of Christ, and to provide a Biblical role model to the students and the community, it is imperative that all persons employed by the school should agree to, and abide by, our “Statement of Faith” and “Statement on Marriage, Sexuality, and Gender Identity.”

STATEMENT OF FAITH

Evangel Christian Academy believes...

- The Bible is the written word of God, inspired by the Holy Spirit and without error in the original manuscripts. The Bible is the revelation of God’s truth and is infallible and authoritative in all matters of faith and practice.
- In the Holy Trinity. There is one God, who exists eternally in three persons: the Father, the Son, and the Holy Spirit.
- That all are sinners and totally unable to save themselves from God’s displeasure, except by His mercy.
- That salvation is by God alone as He sovereignly chooses those He will save. We believe His choice is based on His grace, not on any human individual merit, or foreseen faith.
- That Jesus Christ is the eternal Son of God, who through His perfect life and sacrificial death atoned for the sins of all who will trust in Him, alone, for salvation.
- That God is gracious and faithful to His people not simply as individuals but as families in successive generations according to His Covenant promises.
- That the Holy Spirit indwells God’s people and gives them the strength and wisdom to trust Christ and follow Him.
- That Jesus will return, bodily and visibly, to judge all mankind and to receive His people to Himself.
- That all aspects of our lives are to be lived to the glory of God under the Lordship of Jesus Christ.

STATEMENT ON MARRIAGE, SEXUALITY, AND GENDER IDENTITY

- We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the policy of this school. (Ephesians 4:29-32)
- 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. (Genesis 1:26-27) Rejection of one’s biological gender is a rejection of the image of God within that person.
- We believe the term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. (Genesis 2:24; Mark 10:6-8; Ephesians 5:25-33)
- We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We believe that God has prohibited intimate sexual activity outside of a marriage between a man and a woman. (1 Corinthians 6:18-20)

STATEMENTS ON FAITH AND PRACTICE

- We believe that any form of sexual immorality (including adultery, fornication, homosexuality, lesbianism, bisexual conduct, bestiality, incest, pornography, and attempting to change one's biological sex or otherwise acting upon any disagreement with one's biological sex) or advocacy of sexual immorality, is sinful and is therefore offensive to God. (Deuteronomy 22:5; I Thessalonians 4:1-12)
- We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (1 John 1:5-10)

Final Authority for Matter 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 Evangel Christian Academy's faith, doctrine, practice, policy, and discipline, our board of directors is ECA's final interpretive authority on the Bible's meaning and application.



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