

# APPLICATION FOR AT-WILL EMPLOYMENT



Lighthouse Christian School  
3008 36<sup>th</sup> St. NW  
Gig Harbor, WA 98335  
Tel: 253-858-5962  
Fax: 253-858-8911  
www.lcschool.org

Date of Application \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Email address: \_\_\_\_\_

Home Phone (     ) \_\_\_\_\_ Cell Phone (     ) \_\_\_\_\_

Date on which you would be available to begin work: \_\_\_\_\_

Position applying for: \_\_\_\_\_

## EMPLOYMENT DATA

List all of your work experience during the last ten years, including self-employment, work as an independent contractor, volunteer work, and periods of unemployment. Please begin with the most recent position held. Please attach additional paper if necessary.

Work Dates	Company	Position	Reason for Leaving	Eligible for Re-hire
------------	---------	----------	--------------------	----------------------


1. Have you ever been dismissed from a position?  yes  no
2. Have you ever been asked to resign from a position?  yes  no
3. Have you ever resigned from a position rather than face disciplinary action and/or nonrenewal by an employer and/or disciplinary action?  yes  no
4. If hired, can you furnish proof that you are legally eligible to work in the U.S.?  yes  no
5. Have you ever had a teaching license revoked?  yes  no

Please note that a "yes" answer to the foregoing questions will not automatically bar you from employment, as the individual circumstances of each matter are taken into consideration. However, if you answered yes to any of above 5 questions, please explain the circumstances

\_\_\_\_\_

\_\_\_\_\_

## EDUCATIONAL BACKGROUND

\_\_\_\_\_ Dates \_\_\_\_\_ School \_\_\_\_\_ Credits \_\_\_\_\_ Degree or Certificate

High School: \_\_\_\_\_

Undergraduate  
College or University: \_\_\_\_\_

Graduate Work,  
Other: \_\_\_\_\_

Are you presently enrolled in a degree or certificate program? \_\_\_\_\_

If so, describe: \_\_\_\_\_ Tentative Completion Date: \_\_\_\_\_

List College Majors and Minors or attach a transcript of your work:

Majors Credits Grade Average Minors Credits Grade Average

Majors	Credits	Grade Average	Minors	Credits	Grade Average

Special Interests or Hobbies: \_\_\_\_\_

## CHURCH INFORMATION

Lighthouse Christian School is a religious educational institution. In order to fulfill our religious purpose, it is necessary for Lighthouse Christian School to hire individuals who share the Christian religion. Accordingly, please respond to the following questions:

Church Affiliation \_\_\_\_\_ Member? \_\_\_\_ Yes \_\_\_\_ No

Address \_\_\_\_\_

Pastor's Name \_\_\_\_\_ Church Phone Number ( ) \_\_\_\_\_

Do you believe the Bible to be the inspired and infallible Word of God? \_\_\_\_\_

The Lighthouse Christian School Statement of Faith is as follows:

- **We believe in the Bible** alone as the inspired Word of God, the only unerring authority for our Christian faith and life (2 Timothy 3:15-17). Initial if you agree \_\_\_\_\_

- **We believe in one true God**, our eternal creator, an infinitely perfect being, existing in three persons: Father, Son, and Holy Spirit (Isaiah 40:28; 44:6-8; Matthew 28:19). Initial if you agree \_\_\_\_\_
- **We believe in God the Father**, the ruler of the universe and our heavenly Father (1 Timothy 1:2; 6:15, 16). Initial if you agree \_\_\_\_\_
- **We believe in Jesus Christ**, the only begotten Son of God, true God and true man, our crucified and risen Savior and Lord; in His virgin birth; His sinless life; His miracles; His vicarious and atoning death through His shed blood; His literal, bodily resurrection; His ascension to the right hand of the Father; and His personal, bodily return in power and glory (John 1:1-18; Isaiah 7:14, 9:6; Matthew 1; 2 Corinthians 5:21; 1 Corinthians 15; Hebrews 1, 9, 10). Initial if you agree \_\_\_\_\_
- **We believe in the Holy Spirit**, who made us God's children by the new birth when we trusted Jesus Christ, and who is at work in our hearts prompting obedience and love for God (Romans 5:5; 8:13-17). Initial if you agree \_\_\_\_\_
- **We believe that all people have sinned** against our holy and righteous God, and are therefore worthy of God's judgment (Romans 3:23; 6:23). We believe in the good news, that Jesus Christ died, bearing the penalty for our sins and was buried, that He rose again to provide forgiveness and eternal life for all who, by the grace of God, trust in Him alone (1 Corinthians 15:1-4; Romans 10:9-10). We believe in the grace of God, who has saved us, not because of who we are or what we have done, but as a gift received by faith alone (Titus 3:5-7; Ephesians 2:8-9). Initial if you agree \_\_\_\_\_
- **We believe in the universal church**, invisibly uniting all true believers in our Lord Jesus Christ as brothers and sisters (1 Corinthians 12:12-13). We believe in local churches, visible gatherings of believers, for worship, fellowship, instruction, and service for Christ (Acts 2:42-47). Initial if you agree \_\_\_\_\_
- **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; 1 Corinthians 15). Initial if you agree \_\_\_\_\_

Are there other areas of doctrine that you would feel compelled to share?

---



---

**TESTIMONY & VALUES** (please respond on a separate sheet of paper)

1. Describe when and how you came to know Jesus Christ as your Savior and your current Christian walk.
2. How would you help fulfill the mission statement and core values for this position?

Lighthouse Christian School exists to glorify God by providing quality, Christ-centered education that will nurture students to become spiritually minded, academically versed, socially balanced, and equipped to make a positive impact in their community to the glory of our Lord Jesus Christ.

*Core Values*

**God**

- Absolute dependence on God which supports a vibrant relationship with Jesus Christ through the Holy Spirit as evidenced by:
- regard for the Bible as the inspired Word of God and the only inerrant authority for faith and practice
- reliance on prayer
- commitment to a lifelong study of the Bible in order to bring our lives into conformity to the image of Christ
- A Christian worldview – life viewed through the filter of God’s Word

**People**

- Individual worth and uniqueness of each student
- Modeling a godly lifestyle
- Godly relationships with open communication
- Teachers who nurture, respect, and care for each student
- Partnering with committed and involved parents

**Education**

- Pursuit of academic excellence
- Teaching for transformation toward spiritual maturity in Christ
- Integration of Christian worldview into all subject matter
- Passionate teachers who motivate and inspire students
- Well-rounded traditionally-based academic program

**REFERENCES**

Give five references including:

- A supervisor at your most recent place of employment
- Your minister
- A co-worker
- New graduates must include a professor in your major area and your student teaching supervisor.

<u>Name</u>	<u>Email</u>	<u>Phone</u>	<u>Affiliation</u>
-------------	--------------	--------------	--------------------

1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____

## ADDITIONAL APPLICANT DISCLOSURES

As a faculty/staff member of Lighthouse Christina School your job duties will require you to have regular unsupervised access to children under 16 years of age. Pursuant to the statutory authority set forth in RCW 43.43.830 through RCW 43.43.845, LCS requires its faculty member employees to complete this disclosure form. Please understand that your responses to this disclosure form shall be deemed as provided under penalty of perjury pursuant to RCW 9A.72.085.

Please answer “yes” or “no” to each of the following questions. If the answer is “yes”, explain the circumstances in the area provided (attaching additional paper if necessary) and indicating (as applicable) the charge or finding, the date, the court(s) involved, and the disposition:

1. Have you have been convicted of any of the following “crimes against children or other persons” (as defined by RCW 43.43.830(5)): aggravated murder; first or second degree murder; first or second degree kidnapping; first, second, or third degree assault; first, second, or third degree assault of a child; first, second, or third degree rape; first, second, or third degree rape of a child; first or second degree robbery; first degree arson; first degree burglary; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors; first or second degree criminal mistreatment; endangerment with a controlled substance; child abuse or neglect as defined in RCW 26.44.020; first or second degree custodial interference; first or second degree custodial sexual misconduct; malicious harassment; first, second, or third degree child molestation; first or second degree sexual misconduct with a minor; patronizing a juvenile prostitute; child abandonment; promoting pornography; selling or distributing erotic material to a minor; custodial assault; violation of child abuse restraining order; child buying or selling; prostitution; felony indecent exposure; or criminal abandonment?

yes    no

If “yes”, explain below:

---

---

2. Have you ever been found in any dependency action under Ch. 13.34 RCW to have sexually assaulted or exploited any minor or to have physically abused any minor?

yes    no

If “yes”, explain below:

---

---

3. Have you ever been found in any domestic relations proceeding under Title 26 RCW to have sexually abused or exploited any minor or to have physically abused any minor?

yes  no

If “yes”, explain below:

---

---

4. Have you ever been found in any disciplinary board final decision to have sexually abused or exploited any minor or to have physically abused any minor?

yes  no

If “yes”, explain below:

---

---

5. Have any findings ever been made against you in any civil adjudicative proceeding as defined in RCW 43.43.830(3)? RCW 43.43.830(3) defines a “civil adjudicative proceeding” as a judicial or administrative adjudicative proceeding that results in a finding of, or upholds an agency finding of, domestic violence, abuse, sexual abuse, neglect, abandonment, violation of a professional licensing standard regarding a child or vulnerable adult, or exploitation or financial exploitation of a child or vulnerable adult under any provision of law, including but not limited to Chapters 13.34, 26.44, or 74.34 RCW, or rules adopted under Chapters 18.51 and 74.42 RCW.

yes  no

If “yes”, explain below:

---

---

6. Have you ever been the subject of a restraining order regarding violent or abusive conduct?

yes  no

If “yes”, explain below:

---

---

7. Is there any other circumstance, either positive or negative, which is relevant to your ability to serve as a role model for our students in a manner which is consistent with the mission of our Christian educational institution?

yes  no

If “yes”, explain below:

---

---

## CURRENT ISSUES

As a faculty/staff member you may be asked specific questions about controversial issues. Your answers will come from your own personal convictions. We need to know the views of those that would be Christian role models for our students as part of our Christian educational institution. Accordingly, please share your personal convictions as a Christian toward:

Use of alcoholic beverages\_\_\_\_\_

Use of smoking and chewing tobacco\_\_\_\_\_

Use of marijuana and other non-prescription drugs \_\_\_\_\_

Pre-marital/extra-marital sex and pornography\_\_\_\_\_

Abortion \_\_\_\_\_

Gossip\_\_\_\_\_

Homosexual Behavior\_\_\_\_\_

Heaven and Hell \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**ADMINISTRATION, FACULTY OR SUBSTITUTE APPLICANTS ONLY**

Please number to indicate order of preference.

Elementary: K \_\_\_ 1st \_\_\_ 2nd \_\_\_ 3rd \_\_\_ 4th \_\_\_ 5th \_\_\_ 6th \_\_\_

\*Area(s) of Specialty: \_\_\_\_\_

Jr. High: 7<sup>th</sup> \_\_\_ 8th \_\_\_

English \_\_\_ Math \_\_\_ Science \_\_\_ Bible \_\_\_ Social Science \_\_\_

Computer \_\_\_ P.E. \_\_\_ Language \_\_\_ Other \_\_\_

\*Area(s) of Specialty: \_\_\_\_\_

\*Extra-Curricular Abilities: \_\_\_\_\_

Teaching Certificate: Type: \_\_\_\_\_ State: \_\_\_\_\_

Certificate Number: \_\_\_\_\_ Expires: \_\_\_\_\_

Areas of Endorsement: 1) \_\_\_\_\_ 2) \_\_\_\_\_ 3) \_\_\_\_\_

*\*For Substitutes - certification is not required but preferred*

Who are some influential Christian leaders/theologians who have made a significant impact on you?

Please share a book that you have read and how it has impacted your life spiritually.

**TEACHING EXPERIENCE**

Begin with most recent.

Dates \_\_\_\_\_ School \_\_\_\_\_ Subjects & Grades \_\_\_\_\_ Reason for Leaving \_\_\_\_\_

\_\_\_\_\_

---

---

Additional teaching experiences and work with young people: (Sunday school, camp, etc.)

---

---

Honors/awards received, publications printed, and professional organizations to which you belong:

---

---

List any other special abilities and experiences relating to the position applied for: \_\_\_\_\_

---

---

In what computer programs, if any, are you proficient?

**ESSAY**

On a separate piece of paper, in your own handwriting, please tell why you are seeking to be a teacher in a Christian school and why you are seeking such a position at Lighthouse Christian School in particular. *Please also include a video of your recent teaching if available.*

**ALL APPLICANTS**

***APPLICANT'S CERTIFICATION, CONSENT FOR INVESTIGATION  
AND RELEASE OF LIABILITY***

***PLEASE READ CAREFULLY AND SIGN***

Pursuant to RCW 9A.72.085, I certify under penalty of perjury under the laws of the State of Washington that all of the information I have provided on this Application, and in connection with the Application process, is true and correct. I further affirm that I have not knowingly withheld any facts or information that might detrimentally affect this application process. I understand that should Lighthouse Christian School become aware, at any time, of any misrepresentation or falsification of my behalf, my application may be rejected and my name may be removed from consideration. In the event of employment, I understand that false and misleading information given in my application or interview process (or failure

to disclosure information) may result in discharge. I also acknowledge that, if employed, I shall be required to abide by all policies, rules, and regulations of Lighthouse Christian School.

I authorize investigation and verification of all statements and information contained in this application for employment (and in the application process). I understand that, as part of the application process, Lighthouse Christian School may conduct a background investigation regarding my qualifications for employment to the extent determined appropriate by Lighthouse Christian School in its discretion. I authorize Lighthouse Christian School and/or its agents to solicit information regarding my character, general reputation, references, credit, criminal background, previous employment, work habits, education, and similar background information to be used as part of the procedures for processing my application for employment. I understand that my employment would be contingent upon satisfactory completion of appropriate background checks.

I authorize Lighthouse Christian School and/or its agents to contact any and all references, my previous employers, all schools and educational institutions which I have attended, and any other person or entity in order to obtain any information regarding my current or former employment, scholastic records or ratings, or other relevant information. This includes specific authorization for my previous employers to furnish Lighthouse Christian School with my reason for leaving, my performance history, and all other information they may have concerning my employment with them. I release all of my previous employers, educational institutions, any other person or entity, and Lighthouse Christian School from all claims, liabilities, and damages arising out of such investigations, the request for such information, or furnishing of such information.

**I further understand and acknowledge the following:**

1. Nothing in this Application shall be deemed as modifying my at-will employment status if I am hired by Lighthouse Christian School. If employed, I understand that I would be hired at the will of Lighthouse Christian School and my employment may be terminated at any time, for any reason or for no reason at all, without prior notice.
2. Any offer of at-will employment to me by Lighthouse Christian School shall be contingent upon satisfactory responses/disclosures by me as part of this application process, as well as a satisfactory outcome of all records and Washington State and/or federal background checks. To this end, pursuant to Ch. 43.43 RCW and RCW 28A.195.080, Lighthouse Christian School may require me to undergo a record check through the Washington State Patrol and/or the Federal Bureau of Investigation (this record check may include, among other things, a fingerprint check using a complete Washington State criminal identification fingerprint card). In this event, Lighthouse Christian School shall notify me of the law enforcement agency's response to this inquiry and provide me with a copy of the same after receipt by Lighthouse Christian School. The Washington State and/or federal background check is conducted after a conditional offer of employment has been made.
3. My signature below authorizes Lighthouse Christian School to conduct all necessary background investigation and record checks and authorizes the release of information in connection with my application for employment with Lighthouse Christian School. This investigation may include such information as criminal convictions and related information (as well as certification that no such data exists), civil judgments, driving records, previous employers, educational institutions, personal references, professional references, and other appropriate sources. Except as specifically

noted above, I waive my right to access any such information. As also noted above, I release Lighthouse Christian School (and any related person or entity), as well as all reference sources, from any liability in connection with the release of such information to Lighthouse Christian School.

4. Lighthouse Christian School does not discriminate on the basis of age, biological gender, marital status, family status, race, color, national origin, veteran status, or mental or physical disability. As a religious educational institution, Lighthouse Christian School uses religion as a criteria for employment in conformance with applicable law.

---

**Applicant's Printed Name**

---

**Applicant Signature**

---

**Date**