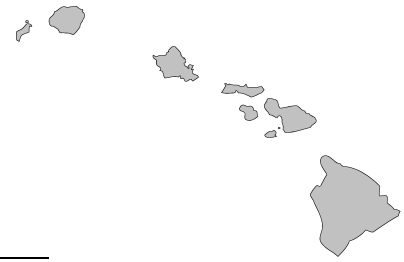




Lanakila Baptist Schools

"Pursuing Christ and Academic Excellence"



TEACHER APPLICATION

Your interest in Lanakila Baptist Schools is appreciated. We invite you to fill out this initial application and return it to: 94-1250 Waipahu Street, Waipahu, Hawaii 96797, attention: Director of Education. If an opening occurs for which you may qualify, we will notify you and if applicable, ask you to send your placement file to our office. We will also contact your references. If we have continued interest in your candidacy, we will send you some follow up questions and arrange for a personal interview.

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. *[Because Lanakila Baptist Schools is a ministry of Lanakila Baptist Church, full time faculty are viewed as church staff and thereby required to be active members of Lanakila Baptist Church.]*

We look forward to receiving your initial application. Thank you for your interest in the ministry of our schools. It is our prayer that God will fulfill His will in your life as you seek Him.

I. APPLICANT'S NAME AND ADDRESS

Full name (Print): _____

Application date: ____/____/____ Date available: ____/____/____

Present address: _____

Phone: Days (____) _____ Evenings (____) _____

Best time to call you? _____ Length of time at this address? _____

Permanent address and phone number if different than present address _____

Please list any additional addresses where you have resided at any time during the past five years:

Elementary: 94-1250 Waipahu Street • Waipahu, Hawaii 96797 • (808) 677-0731 • FAX (808) 677-0733
High School: 91-1219 Renton Road • Ewa, Hawaii 96706 • (808) 681-3146 • FAX (808) 681-0704
Lanakila Baptist Schools is a ministry of Lanakila Baptist Church – Dr. Steven C. Wygle, Pastor

II. POSITION DESIRED

Please indicate 1st, 2nd, 3rd choice in the parenthesis. Then to the right please indicate the grades or subjects in order of preference:

() Kindergarten () Elementary _____

() Junior High _____ () High School _____

Full time Part time Substitute

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

Can you submit verification of your legal right to work in the US? Yes No

Please list activities or sports for which you would be capable and willing to direct, sponsor, or coach. (Indicate grade or ability levels).

What would you like to be doing five years from now? _____

III. CHRISTIAN BACKGROUND

* In your own handwriting, on separate paper, briefly give your Christian testimony.

Please carefully read our Statement of Faith (pg. 7) 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 sheet of paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

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? Yes No

If yes, what would be your subject preferences? _____

To what extent are you involved in Sunday and other weekday ministries of the church where you attend?

Describe your routine of personal Bible study and prayer. _____

What books have you read recently that have helped you spiritually? _____

IV. PROFESSIONAL QUALIFICATIONS

** Please attach photocopies of all your post-secondary transcripts. Should you be offered a position, official copies of your transcripts must be provided to Lanakila for inclusion in your personnel file.*

What degree or degrees do you hold?

Degree Date Received Issuing Institution

Your Major(s) _____

Your Minor(s) _____

Cumulative grade point average Bachelor's _____ Graduate work _____

Total (circle one) *semester* or *quarter* units after date of Bachelor's degree _____

Sequentially list your teaching experience with most recent first.

School's Name	Grades or Subjects	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

To what degree are you familiar with various Christian or secular textbook series (i.e., ACSI, Accelerated Christian Education, ABeka, Bob Jones, Saxon math, Open Court Reading)?

Textbook series preferences? _____

Do you have a teaching certificate? Yes No If so, what State/Association? _____

What kind/level? _____ Remains valid for _____ years.

** Attach a typed copy of your personal Christian philosophy of education and how you would implement it in the classroom.*

V. PERSONAL PHILOSOPHY

** On a separate sheet of paper please label and succinctly answer in one or two paragraphs each of the questions below.*

- A. Why do you wish to teach in a Christian school?
- B. What are the main characteristics that distinguish a Christian school from a public school?
- C. What do you consider to be the proper classroom atmosphere for learning?
- D. What is your philosophy of discipline? Your attitude toward physical punishment?
- E. What areas do you feel are your strengths? Weaknesses?
- F. What do you believe about the origin of the earth and mankind?
- G. Please summarize any additional information that you would like to present regarding your candidacy for this position.

VI. EMPLOYMENT HISTORY

Please start with your current or most recent employer and work backwards for the past ten years.

1. Position _____ Dates of Employment _____

Address _____

Supervisor's Name and Phone Number _____

Reason for leaving _____

2. Position _____ Dates of Employment _____

Address _____

Supervisor's Name and Phone Number _____

Reason for leaving _____

3. Position _____ Dates of Employment _____

Address _____

Supervisor's Name and Phone Number _____

Reason for leaving _____

4. Position _____ Dates of Employment _____

Address _____

Supervisor's Name and Phone Number _____

Reason for leaving _____

5. Position _____ Dates of Employment _____

Address _____

Supervisor's Name and Phone Number _____

Reason for leaving _____

Have you ever worked under a different name for any of the employers you have listed? Yes No

If so, what was the name or names? _____

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 another educational institution? Yes No

VII. PERSONAL REFERENCES

Do not list family members or relatives for references. You will also need to sign and date the *Reference Release Form* which has been inserted and return it with this application.

Give three **personal** references who are qualified to speak of your spiritual experience and Christian service. List your current pastor first.

<u>Name/Complete Address</u>	<u>Phone</u>	<u>Position</u>
1. _____ _____		
2. _____ _____		
3. _____ _____		

Give three references who are qualified to speak of your **professional** training and experience. List your current or most recent principal or supervisor first.

<u>Name/Complete Address</u>	<u>Phone</u>	<u>Position</u>	<u>School</u>
1. _____ _____			
2. _____ _____			
3. _____ _____			

ADDITIONAL INFORMATION

What was your most recent annual salary? _____

Is your lifestyle appropriate for the salary indicated on our Salary Scale listed below? Is your debt load increasing?

[If you answer "Yes" to any of the questions in this section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, and subsequent rehabilitation will be considered.]

Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer? Yes No

Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct or harassment policy? Yes No

Have you ever been charged in **civil** or **criminal** proceedings with improprieties regarding children? Yes No

Have you ever entered a plea of guilty, a plea of "no contest" (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime other than a minor traffic offense? Yes No

Have you ever been suspended, discharged, or resigned in lieu of discharge from any position? Yes No

You have read the job description and essential functions for this position. Is there any reason why you might be unable to perform the essential duties and responsibilities of the position for which you are applying? Yes No

If yes, please explain _____

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

Do you have any personal responsibilities or other commitments that may prevent you from meeting this position's requirements for on-time arrival, attendance, or work schedules?

Lanakila Baptist Schools welcomes employees, volunteers, and students of different nationalities, and races. How have you demonstrated an ability to work with others that may be different from you or have beliefs different from yours? Please describe any difficulties that you may have encountered.

Please list your hobbies and personal interests.

List any experience, skills, or qualifications that you believe would especially equip you for work with our Schools.

Do you belong to any professional groups or other organizations that you consider relevant to your ability to perform this job?

ADDITIONAL ESSAY QUESTIONS

***On separate paper, please label and succinctly answer in one or two paragraphs each of the questions below.**

- A. You have read our Statement of Faith. Do you strongly hold any doctrines that are not in that statement [e.g., instrumental music should not be a part of a worship service, you should not eat pork]? If yes, please list and describe.
- B. Frequently, Christian schools enroll children from more than one denomination. How would you handle a child's question if you knew that it was theologically controversial and the family's church held to a different viewpoint than your own?
- C. How well do you feel that you get along with your peers?
- D. Have you ever led a child or youth to Christ?
- E. If married, is your spouse supportive of you teaching in a Christian school?

Do you understand that this is an application for employment and that no employment contract is being offered hereby? Yes No

Signature: _____ Date: _____

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Lanakila Baptist Schools does not discriminate in its employment practices against any person because of race, color, national or ethnic origin, gender, age, or qualified disability.

I hereby certify that the facts set forth in this application process are true and complete to the best of my knowledge. I understand that 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. If I am released under these circumstances, I further understand and agree that I will be paid and receive benefits only through the day of release.

I authorize Lanakila Baptist Schools to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals who know me and have knowledge regarding my testimony and work record. I also authorize the school to thoroughly investigate my work records and evaluations, my educational preparation, and other matters related to my suitability for the position.

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

Since I will be working with children, I understand that I must submit to a fingerprint check by the FBI and possibly other federal and state authorities. I agree to fully cooperate in providing and recording as many sets of my fingerprints as are necessary for such an investigation. I authorize the school to conduct a criminal records check. I understand and agree that any offer of employment that I may receive from the school is conditioned upon the receipt of background information, including criminal background information. The school may refuse employment or terminate conditional 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.

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.

Signature of Applicant _____ Date _____

**Lanakila Baptist Schools
STATEMENT OF FAITH**

We Believe ...

- That the Holy Scriptures were given by inspiration of God, that they are complete and without error or omission, to be accepted and interpreted literally, except in those places

where the context clearly indicates otherwise. Further, for reasons of unity and consistency, we use the King James Version in our church and school classrooms.

- In one God, eternally existing and manifesting Himself to mankind as the Father, Son, and Holy Spirit.
- That the Genesis account of creation is to be understood and interpreted as literal truth, that God created this world and all its inhabitants (species) in six, 24-hour days. We further reject all preconceptions, assumptions and speculations belonging to the theory of “macro” evolution or any of its diverse variants.
- That the Lord Jesus Christ pre-existed His birth in Bethlehem, was begotten of the Holy Spirit, born of a virgin lived throughout His life without sin, was sacrificed on a cross as the substitutionary blood-atonement for all and rose again physical from the dead to offer eternal life to all men and women who will receive His gift of salvation.
- In the free gift of salvation offered to all, yet inasmuch as man has been endowed by His creator with a free will, he may choose to accept or reject that salvation. We further believe that once a person has accepted God’s gift of salvation, he or she is from that moment eternally secure, hidden in and kept by Christ, never to be lost.
- That Jesus Christ ascended back to heaven following His resurrection, where He now acts as the believer’s Mediator and Advocate. We further believe in the imminent return of Christ for the purposes of gathering His believers off the earth at the Rapture, after which He will return physically to rule and reign as King of kings from Jerusalem.
- That the Hebrew nation of Israel still retains an essential and integral part in the prophetic promises and program of God’s Word. That America will be blessed by God in direct proportion to its understanding and acceptance of Israel’s special place in the heart of God.
- In the present regenerative and intercessory activities of the Holy Spirit in behalf of those who accept the salvation of god through Christ. That He bestows ministerial gifts upon believers in order that they may better serve the ministries of Christ’s church body. We further assert that we will not subscribe to nor all the promotion of those commonly associated with the modern Charismatic movement’s abuse of God’s precious spiritual gifts.
- That the local church exists, in all of its various ministries, to draw sinners to and point a lost mankind to Jesus. This church functions with Christ as its head and its leaders chosen by the local body of believers. Further, by New Testament command, practices two ordinances ordained by Christ, water baptism by immersion in obedience to Jesus and the memorial observances of the Lord’s Supper.

Lanakila Baptist Schools is a ministry of the Lanakila Baptist Church. As such, its Faculty must also be Baptists of like faith, active in both attendance and ministry participation at Lanakila.