



SANTA CLARITA CHRISTIAN SCHOOL
27249 Luther Drive, Santa Clarita, CA 91351

ATHLETIC DEPARTMENT INTERN

Your interest in Santa Clarita Christian School is appreciated. We invite you to complete this application and return it to our school office. To help us evaluate your qualifications, please include your resume and letters of reference. If we have continued interest in your candidacy, we may contact your references and arrange for a personal interview.

We realize that the key to a successful Christian school is its employees. We are seeking applicants who are professionally qualified, genuinely love children, and who, by the pattern of their lives, are born-again Christian role models (Luke 6:40). It is our prayer that God will fulfill His perfect will for our school and in the lives of all applicants.

A. APPLICANT'S NAME AND ADDRESS

Full name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Best time to call? Days () Evenings () Email: _____

Months you are available (circle): Jan Feb Mar Apr May June July Aug Sep Oct Nov Dec

B. POSITION(S) DESIRED

Applying for: _____

STATEMENT OF FAITH

The following points briefly describe the doctrinal position of SCCS:

1. We believe that the Bible, the 66 books of the Old and New Testaments, is the inspired Word of God, that it is completely and fully inerrant in its original writings, that it is totally accurate in all that it teaches, and that it is the final authority for all questions of faith and practice in daily living. (II Tim. 3:16-17, Jn. 17:17, II Pet. 1:20-21, Ps. 119:105)
2. We believe that there is one and only one God, the God of the Bible, who eternally exists in three persons, the Father, the Son, and the Holy Spirit. (Heb. 11:6, Jn. 4:24, Ps. 102:27, Jn. 1:1-2, Jn. 20:28, Acts 4:3-4, Matt. 11:25)
3. We believe that Jesus Christ is the Son of God, that He is absolute deity, and has existed from eternity in the Godhead with the Father and the Holy Spirit. Jesus was born to the virgin Mary by the power of the Holy Spirit, lived a sinless life as both God and man on earth so that He could die on the cross to pay for sin, and then arose from the dead to conquer death for all who accept Him as their personal Savior. (Jn. 1:1,14, Col. 1:16,17, Is. 7:14, Heb. 9:26, Matt. 3:17, Heb. 4:15, I Cor. 15:3-4, Jn. 3:16)
4. We believe that the Holy Spirit is a Divine Person whose ministry is to convict of sin, to bear witness to the truth, to act as the Agent of the new birth, to seal, guide, teach, sanctify, and help believers as He indwells everyone who accepts Jesus Christ as personal Savior. (Jn. 14:16,26, Acts 5:3-4, Jn. 16:8-11, Eph. 5:18, Jn. 16:13)
5. We believe that Adam was created by God in innocence but, by voluntary transgression, fell into sin and plunged the whole human race into condemnation. As a result of this fall, every person is born as a sinner, is a sinner by nature and conduct, and is in need of a Savior to be saved from eternal judgment and death. (Gen. 1:27, Gen. 2:7, Rom. 3:9-10, I Cor. 15:22, Rom. 3:19,23, Rom. 6:23, Rom. 10:13)
6. We believe that salvation and the gift of eternal life can only be attained by accepting Jesus Christ as personal Savior by faith in His substitutionary death and the shedding of His blood on the cross. His payment for sins reconciles believers to God and is a gift to be received, not earned by works. To accept Christ as Savior, individuals must admit their own sin, recognize that only God can forgive sins, ask God to forgive them, believe that Jesus is the Son of God who died for them, and then ask God to save them. They then become a child of God and are secure in their salvation forever. Those who accept Christ will enjoy heaven forever, while those who reject Christ will suffer eternal and conscious punishment apart from God. (I Cor. 15:22, Rom. 3:23, Rom. 6:23, Jn. 10:9-10, Jn. 14:6, Jn. 3:14-15, Rom. 5:1,10, Eph. 2:8-9, I Jn. 5:13)
7. We believe that Jesus Christ Himself will someday return bodily as clearly stated in the Bible. We believe that His return at the Rapture is imminent and will occur before the Tribulation Period, and that His Second Coming to earth will occur before His Millennial Reign (Jn. 14:1-6, Matt. 24:27,30, Matt. 25:31, I Thess. 4:8-18, Rev. 7:14, 20:1-6, Dan. 9:26,27)
8. We believe in the prominence of the local church as instituted by Christ before His death and resurrection. The church is empowered by the Holy Spirit and is a place for worship, spiritual growth, evangelism, and service to others. We believe the only two ordinances of the church are baptism by immersion in water after salvation and the remembrance of Christ's payment for sin in the ordinance of the Lord's Supper. (Eph. 2:20-21, Acts 20:17, Col. 2:12, Matt. 3:16-17, Acts 2:38-41, I Cor. 11:23-26, Eph. 4:11-16, Matt. 28:19-20, Mk. 16:15)
9. We believe that God created the heavens and the earth, including all life, by His direct act, not by the process of evolution, and that the six days of creation were literal, solar days as stated in Scripture. (Gen 1:1-2:7, Col. 1:16-17, Jn. 1:3)
10. We believe that all saved individuals should live a life pleasing to God, separated from religious heresy, from worldly practices and habits, from sinful activities, and from associations that cloud the distinctions of being a follower of Christ. (I Jn. 2:15-17, II Cor. 6:17, II Cor. 7:1, I Cor. 10:23-33, I Pet. 1:15-16)

D. BACKGROUND AND REFERENCES

Please use the following spaces to communicate your recent and, preferably, relevant experience and provide references for that experience that SCCS can contact:

DATES	TITLE	REFERENCE

E. PRELIMINARY BACKGROUND INQUIRY

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 ___

Are there any circumstances involving your lifestyle that are unusual or that would call into question you are being entrusted with the care of children or that would make your position as a Christian role model less effective? Yes ___ No ___

F. APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Santa Clarita Christian School 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 understand that California state law requires that individuals who work with children in any capacity in an educational setting must complete a fingerprinting background check through the Department of Justice. I agree to fully cooperate in providing and recording any information as is necessary for such an investigation. I authorize the school or its designee to conduct a criminal background 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, understand, and agree with the above statements. _____ (Initial)

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INTERN PARTICIPATION AGREEMENT

Santa Clarita Christian School has a high Christian expectation for all its employees, interns, and coaches as set forth in the Board Policies, Employee Handbook and Athletic Handbook. We urge you to read those documents and consult with the Administrator or Principal if you have any questions about the expectations.

We ask that all of our employees, interns, and non-compensated coaches attend a local church of like faith, doctrine, and practice as Santa Clarita Baptist Church. When signing the intern is requested to declare their church participation and is also requested to inform the Administrator if their church participation changes at any time during their service at Santa Clarita Christian School.

- The intern affirms that he/she is a born-again Christian who has accepted Jesus Christ as personal Savior (John 3:3; Rom. 10:9-10).
- The intern agrees to show by belief and conduct the highest example of Christian virtue and personal decorum, serving as a Christian role model (1 Tim. 4:12) both in school and outside of school, to students, parents, and people in the community. The intern will refrain from any use of tobacco, alcohol, illicit drugs, or the use of vulgar or profane language (Col. 3:17; Col. 4:6; Titus 2:7-8; 1 Thess. 2:10; 1 Thess. 5:18, 22-23; James 3:17-18).
- The intern should demonstrate agreement with the doctrinal position of Santa Clarita Baptist Church by either faithfully attending Santa Clarita Baptist Church or another local church of like faith, doctrine, and practice of Santa Clarita Baptist Church.
- The intern agrees to fulfill all state and federal requirements for employment (paid or not paid) at a school, including TB tests and fingerprinting as required by California, as well as mandated reporter responsibilities.
- The intern agrees to work in cooperation with the administration and will follow all guidelines and procedures as directed. Any disagreements or difficulties with fellow staff members, students, or parents, will be communicated to the administration so that issues may be resolved quickly and fairly.
- The intern agrees to keep appropriate confidentiality in regard to school, pupil, or parent matters. All difficulties or confrontations must be communicated with the administration who will seek to resolve issues quickly and fairly. Interns are expected to follow Matt. 18:15-17 in dealing with points of disagreement or offense. The intern agrees to abide by the decisions of the school administration and provide a united stand in regard to controversies or issues that arise.
- The intern agrees that the Scriptures dictate standards of sexual behavior. Any immorality, promiscuity, homosexuality, or other deviant sexual behavior is forbidden and violates the occupational requirement of being a Christian role model (Rom. 1:24-32; Rom. 12:1-2; 1 Cor. 6:19-20; Eph. 4:1-3, 5:3-17; 1 Thess. 4:1-8; 1 Tim. 4:12; 2 Tim. 2:19-22; 1 John 3:1-3). Any action that violates scripture in the area of moral behavior, or any openness or leaning toward immoral activity will result in immediate termination. An intern may not have any form of dating relationship with any student.

- The intern acknowledges that he/she is aware of state laws that obligate them to report any suspected child abuse to the school administration and to the appropriate state agency. The administration must be notified immediately upon any known incident, whether confirmed or not.
- Believing that the Bible commands Christians to resolve their disputes in private or within the Christian community (1 Cor. 6:1-8; Matt. 5:23-24; Matt. 18:15-20), the intern agrees to bring all disputes arising out of, or related to, this agreement or to any aspect of the employment relationship, including statutory claims, to the Elder/School Board of Santa Clarita Baptist Church; together, both parties shall settle all issues by biblically based mediation. If a resolution of the dispute does not result from mediation, the matter shall then be submitted to an independent and objective arbitrator for binding arbitration. The parties agree that the mediation and arbitration process will be conducted in accordance with the “Rules of Procedure for Christian Conciliation” contained in the Peacemaker Ministries booklet Guidelines for Christian Conciliation. Consistent with these “rules” each party to the agreement shall agree to the selection of the arbitrator. The parties agree that if there is an impasse in the selection of the arbitrator, the Institute for Christian Conciliation division of Peacemaker Ministries in Billings, Montana (406-256-1583) shall be asked to provide the name of a qualified person who will serve in that capacity. Consistent with the “rules,” the arbitrator shall issue a written opinion within a reasonable time. The parties agree that this method of reconciliation will be the sole remedy for any controversy, and expressly waive their right to file a lawsuit against one another in any civil court, except to enforce a legally binding arbitration decision. The parties to this agreement have had an opportunity to consult legal counsel before signing this agreement. Each party, regardless of the outcome of the matter, agrees to bear the cost of his/her fees and one-half of the neutral arbitrator and related expenses.

Intern Name _____

Intern Signature _____ Date _____

Church Attending _____

Athletic Director Signature _____ Date _____

Administrator/Principal Signature _____ Date _____