



BRACKEN
CHRISTIAN
SCHOOL

SUBSTITUTE APPLICATION

School Year: _____

Substitute Teachers are independent contractors. Substitute Teachers will be paid \$60 for a half day or \$100 for a full day of teaching. Independent contractors do not have taxes taken from their pay and will receive a 1099 at the end of year if they have made \$600 or more. Selected applicants will be required to attend mandatory training prior to their first day in a BCS classroom, as well as reading and acknowledging the BCS Substitute Policy.

Please complete all information to the best of your ability. Once completed, please email form to human.resources@brackenchristian.com.

If you require assistance in completing this application or are requesting an accommodation or an alternative application process, please email human.resources@brackenchristian.com or call 830-438-3211.

To give equal employment and advancement opportunities to all people, employment decisions at BCS are based on each person's performance, qualifications, and abilities. BCS prohibits discrimination on the basis of race, color, sex (subject to our Statement on Marriage, Gender and Sexuality), national origin, age, pregnancy, disability, or veteran status. As a faith-based institution, the school reserves the right to use religion as a hiring and evaluation criterion, as permitted by law and consistent with the mission of the institution.

APPLICANT INFORMATION

Application Date: _____

Last Name: _____ First Name: _____ Middle Name: _____

Street Address: _____ Apartment/Unit#: _____

City: _____ State: _____ Zip Code: _____

Phone: _____ Email: _____

Are you 18 years of age or older? Yes ___ No ___ Are you eligible to work in the U.S.? Yes ___ No ___

Do you have a teaching certification? Yes ___ No ___

Substitute Preference:

Elementary ___

Secondary ___

Office ___

Clinic (CPR-required, licensed medical professional preferred) ___



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EDUCATION

College: _____ City/State: _____

From: _____ To: _____ Did you graduate? Yes ___ No ___ Degree: _____

College: _____ City/State: _____

From: _____ To: _____ Did you graduate? Yes ___ No ___ Degree: _____

College: _____ City/State: _____

From: _____ To: _____ Did you graduate? Yes ___ No ___ Degree: _____

REFERENCES

Please list three professional references to whom you are not related:

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Email: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Email: _____

Full Name: _____ Relationship: _____

Company: _____ Phone: _____

Email: _____



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EMERGENCY CONTACT

Full Name: _____ Relationship: _____

Phone: _____ Email: _____

STATEMENT OF FAITH

- We believe in the Scriptures of the Old and New Testaments as verbally inspired by God and inerrant in the original writing, and that they are of supreme and final authority in faith and life.
- We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit.
- We believe that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man.
- We believe that man was created in the image of God; that he sinned, and thereby incurred, not only physical death, but also that spiritual death which is separation from God; and that all beings are born with a sinful nature.
- We believe that the Lord Jesus Christ died for our sins, according to the scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the grounds of His shed blood.
- We believe in the resurrection of the crucified body of our Lord, in His ascension into Heaven, and in His present life there for us, as High Priest Advocate.
- We believe in “that blessed hope”, the personal and imminent return of our Lord and Savior, Jesus Christ.
- We believe all who, by faith, receives the Lord Jesus Christ are born again of the Holy Spirit, and thereby become children of God, and are eternally secure in Him.
- We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved, and the everlasting punishment of the lost.

_____ I have read the above and acknowledge that this is the Statement of Faith of Bracken Christian School, and I am in agreement with BCS’s Statement of Faith.



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MISSION STATEMENT

Bracken Christian School will partner with Christian families through the leadership and guidance of the Holy Spirit to provide an excellent education within the context of a biblical worldview, equipping students to impact their culture for Christ.

If you are hired, will you labor to do all you can to bring honor and glory to the Lord Jesus Christ and to uphold the mission of BCS as outlined in the Mission Statement? Yes ____ No ____

DISCLAIMER AND SIGNATURE

The information given by me on this substitute teacher application and during the interview process is true and complete in all respects.

I acknowledge and agree that BCS may obtain a background or reports for use in connection with my employment and that this agreement constitutes an ongoing authorization for procurement of employment-related consumer reports at any time during my employment. I understand that the term “consumer report” includes but is not limited to: credit checks, criminal background checks, department of motor vehicle reports, and investigative consumer reports. By signing this agreement, I waive any right that I might have to privacy with respect to any such inquiry by BCS.

Signature: _____ Date: _____



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STATEMENT ON MARRIAGE, GENDER AND SEXUALITY

1. We believe that God wonderfully and immutably creates each person as male and female. These two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.
2. 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. (Genesis 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 Corinthians 6:18, 7:2-5 Hebrews 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage between a man and a woman.
3. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, pedophilia, and use of pornography) is sinful and offensive to God. (Matthew 15:18- 20; 1 Corinthians 6:9-10)
4. We believe that in order to preserve the function and integrity of BCS as the local Body of Christ, and to provide a biblical role model to BCS's members and the community, it is imperative that all persons employed by BCS in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22)
5. 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; Romans 10:9-1; 1 Corinthians 6:9-11)
6. 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 BCS.

____ I have read the above and acknowledge that this is the Statement of Marriage, Gender and Sexuality at Bracken Christian School, and I am in agreement with BCS's Statement of Marriage, Gender and Sexuality.



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PRE-EMPLOYMENT AFFIDAVIT FOR APPLICANT OFFERED EMPLOYMENT

The following affidavit is offered to satisfy the requirement of Texas Education Code section 21.009 for a pre-employment affidavit. For purposes of this affidavit:

Adjudication and **conviction** refer to a conviction, plea of guilty or no contest (nolo contendere), probation, suspension, or deferred adjudication.

Charge refers to a formal criminal charge as documented by a primary charging instrument (a complaint, information, or indictment) under the Texas Code of Criminal Procedure.

Inappropriate relationship refers to the crime of improper relationship between educator and student in Texas Penal Code section 21.12, and any other inappropriate relationship as determined by the State Board of Educator Certification.

I declare the following:

___ I have never been charged with, adjudicated for, or convicted of having an inappropriate relationship with a minor.

___ I have been charged with, adjudicated for, or convicted of having an inappropriate relationship with a minor. The charge, adjudication, or conviction was determined to be false. The following are all of the relevant facts pertaining to the charge, adjudication, or conviction:

___ I have been charged with, adjudicated for, or convicted of having an inappropriate relationship with a minor. The charge, adjudication, or conviction was determined to be true. The following are all of the relevant facts pertaining to the charge, adjudication, or conviction:

I declare under penalty of perjury that the foregoing is true and correct.

Printed Name: _____

Signature: _____

Date: _____



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BACKGROUND CHECK AGREEMENT

In compliance with ACSI, a background check shall be conducted for all employees. During the ACSI accreditation, we will be required to show that we have completed this check for all employees.

The background check will be conducted through the Texas Department of Public Safety.

Please complete the information below.

First Name: _____

Middle Name: _____

Last Name: _____

Birthday: Month _____ Day _____ Year _____

Signature: _____

Date: _____