



## CHRISTIAN ACADEMY

### STATEMENT OF CALLING, FAITH AND LIFESTYLE

- 1) The employee affirms that, as part of the qualifications for this position, he/she is a “Born Again” Christian who knows the Lord, Jesus Christ as Savior. (John 3:3, I Peter 1:23, Romans 10:9-10)
- 2) The employee gives testimony that he/she has a sense of God’s will, that teaching is his/her calling, and that teaching in this Christian school is God’s direction. (I Cor. 7:21-24)
- 3) The employee will manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model (I Timothy 4:12) both in and out of school to pupils (Luke 6:40), and as an example to parents and fellow faculty members in judgment, dignity, respect, and Christian living (Col. 3:17, Titus 2:7-8, I Thess. 2:10, I Thess 5:18, 22-23, and James 3:17-18, Eph. 5:18).
- 4) The employee has evidence of a maturing relationship with God evidenced by regular meditation in God’s Word and prayer. (Ps. 42:1-2) and demonstrates a spiritual maturity, a teachable spirit and has a clear conscience before God and man. (Titus 2:2-8)
- 5) The employee has a workable knowledge of the Word of God, knowing how to feed himself spiritually. (I Tim.4:7)
- 6) The employee is committed to the interdenominational concept of the school and consistently demonstrates a point of unity thereby preserving and building up the body of Christ.
- 7) The employee will faithfully attend and financially support a local church whose fundamental beliefs are in agreement with the Statement of Faith of this school. (Hebrews 10:25)
- 8) The employee accepts without verbal or mental reservations the Statement of Faith and the Philosophy of Christian Education, the Vision/Mission Statement and Core Values of this school and is committed to upholding them.

9) The employee has read their Job Description, and agrees to abide by the requirements listed. THE EMPLOYEE HAS ALSO READ AND AGREES TO ABIDE BY THE POLICIES AND REGULATIONS SET FORTH IN THE EMPLOYEE HANDBOOK, AS WELL AS ANY ADDITIONS MADE BY THE BOARD OF TRUSTEES DURING THIS SCHOOL YEAR. THE EMPLOYEE AGREES THAT THE POLICIES AS SET FORTH IN THE EMPLOYEE HANDBOOK FORM A PART OF THE TERMS OF EMPLOYMENT. He/she agrees to cooperate in every way with the school authorities and adhere to the policies adopted by the Board of Trustees.

10) The employee will strive at all times to understand, appreciate, love, and serve the pupils entrusted to him/her for instruction and guidance and will to the best of his/her ability provide for their fullest spiritual, intellectual, physical and emotional development.

11) The employee will avoid highly debatable topics as much as possible that tend to divide evangelical believers. A student is to be referred to his/her local church if a debatable topic arises of a theological nature.

12) The employee agrees to follow the Biblical pattern of Matthew 18:15-17 and Galatians 6:1 and always give a good report. All differences are to be resolved by utilizing Biblical principles—always presenting a united front. Appropriate confidentiality will be observed in regard to pupil, parent, and school matters. (Titus 3:2 and Galatians 5:15)

13) The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of I Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18:15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or to any aspect of the employment relationship, including statutory claims, shall be settled by Biblically based mediation.

If resolution of the dispute and reconciliation do not result from such efforts, the matter shall then be submitted to a panel of three arbitrators for binding arbitration. Each party to the agreement shall have right to select one arbitrator. The two arbitrators selected by the parties shall jointly select the neutral, third arbitrator. If there is an impasse in the selection of the third arbitrator, the Institute for Christian Conciliation, Billing, MT [(406)256-1583] shall be asked to provide the name of a qualified person that will serve in that capacity. The arbitration shall be conducted in accordance with the Rules and Procedures for Christian Conciliation to the Institute for Christian Conciliation as printed in the *Christian Conciliation Handbook*.

The parties agree that these methods shall be the sole remedy for any controversy or claim arising out of the employment relationship or this agreement and expressly waive their right to file a lawsuit against one another in any civil court for such disputes, except to enforce a legally binding arbitration decision.

Each party, regardless of the outcome of the matter, agrees to bear the cost of his/her/its own arbitrator and one half of the fees and costs to the neutral arbitrator and any other arbitration expenses.

14) The teacher agrees that the Bible dictates the standards for sexual behavior. Any promiscuity, homosexuality, or other deviant sexual behavior is forbidden and as such violates the bona fide occupational requirement of being a Christian role model. The unique roles of the male and female are clearly defined in Scripture. Romans 1:24-32 states that God recognizes homosexuals and other deviates as perverted. Deviation from Scriptural standards is grounds for termination. (Romans 12:1-2; I Corinthians 6:9-20; Ephesians 4:1-11, 5:3-5; I Thessalonians 4:3-8; I Timothy 4:12; II Timothy 2:19-22; I Peter 1:15-16, 2:15-17; I John 3:1-3).

**EMPLOYEE:**

\_\_\_\_\_  
Print name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**ADMINISTRATOR:**

\_\_\_\_\_  
Print name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**CHAIRMAN, BOARD OF TRUSTEES:**

\_\_\_\_\_  
Print name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date