

FACULTY APPLICATION

Intermountain Christian School is a Christ-centered learning community that equips and inspires students to thrive in God's world.

We realize the key to a successful Christian school is its employees. We are seeking applicants who are professionally qualified, who really love children, and who, by the pattern of their lives, will inspire a love for Jesus in our students.

Thank you for your interest in the ministry of ICS. It is our hope and prayer that God will fulfill His perfect will in the lives of all our applicants.

APPLICANT CONTACT INFORMATION

Full Name _____

Application Date _____

Date Available _____

Address _____

Phone Number _____

Email Address _____

POSITION DESIRED

Please indicate 1st, 2nd and 3rd choices in the parentheses. Then to the right, please indicate the grades or subjects (if applicable) in order of preference: _____ Full-Time _____ Part-Time

() Early Childhood: _____

() Elementary: _____

() Middle School: _____

() High School: _____

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

Are there any other subjects, sports or activities you are capable and willing to teach, coach or direct? _____

What would you like to be doing 5 years from now? _____

PLEASE INCLUDE A RESUMÉ WITH YOUR APPLICATION.



FAITH BACKGROUND

1. Please carefully read our Statement of Faith and Admission Statement found on the last pages of this application, and indicate your degree of support:

____ I fully support the Statements as written, without any reservations.

____ I support the Statements except for the areas(s) listed and explained on a separate paper. The exceptions represent either disagreements or items for which I have not yet formed an opinion or conviction.

2. ON A SEPARATE SHEET, briefly give your Christian testimony.

4. What is your local church affiliation? _____

5. How long have you attended? _____

PROFESSIONAL QUALIFICATIONS

Should you be offered a position, official copies of your transcripts must be provided to the school for inclusion in your personnel file.

What degree(s) do you hold?

Degree	Date	Major	Minor	Issuing Institution

Cumulative Grade Point Average: Bachelor's _____ Graduate _____

Total Semester or Quarter units (circle one) earned after date of Bachelor's degree: _____

Total Semester or Quarter units (circle one) earned after date of Master's degree: _____

Sequentially list your teaching experience, with the most recent listed first:

School's Name	Grades or Subjects	Dates

In addition to collegiate studies, list any other educational experiences you have had.

Do you have an ACSI (Association of Christian Schools International) Teaching Certificate?

Yes _____

Expiration Date _____

No _____

Do you have a State Teaching Certificate/License? Yes _____ State _____ Expiration Date _____

- Please attach photocopies of any teaching licenses/certificates currently held.

PERSONAL PHILOSOPHY

Why do you feel called to be a teacher?

Why do you wish to teach in a Christian school and at ICS particularly?

Please summarize any additional information you would like to present regarding your candidacy for this position?

EMPLOYMENT HISTORY

Starting with your current or most recent employment and working backwards, please list your work experience for the past ten years:

Position: _____ Dates of Employment: _____

Complete Address: _____

Pertinent details of position/responsibilities/accomplishments: _____

Supervisor's Name and Title: _____

Supervisor's Phone: _____ Email Address: _____

Reason for Leaving: _____

Position: _____ Dates of Employment: _____

Complete Address: _____

Pertinent details of position/responsibilities/accomplishments: _____

Supervisor's Name and Title: _____

Supervisor's Phone: _____ Email Address: _____

Reason for Leaving: _____

Position: _____ Dates of Employment: _____

Complete Address: _____

Pertinent details of position/responsibilities/accomplishments: _____

Supervisor's Name and Title: _____

Supervisor's Phone: _____ Email Address: _____

Reason for Leaving: _____

What was your most recent salary? _____

Are you holding or have you already signed a contract with any other educational institution for the same school year for which you are applying to ICS? Yes _____ No _____

LEGAL OR DISCIPLINARY ACTION

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.

- Yes ___ No ___ Have you ever been convicted of child abuse or a crime involving actual or attempted sexual molestation of a minor?
- Yes ___ No ___ 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? 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?

REFERENCES

Personal References

Please give three references who are qualified to speak to who you are as a Christian.

List your pastor first. Do not list family members or relatives.

Name: _____ Position/Title: _____

Complete address: _____

Phone and Email: _____

Name: _____ Position/Title: _____

Complete address: _____

Phone and Email: _____

Name: _____ Position/Title: _____

Complete address: _____

Phone and Email: _____

Professional References

Please give three references who are qualified to speak to your professional training and experience.

List your current or most recent supervisor first. Do not list family members or relatives.

Name: _____ Position/Title: _____

Complete address: _____

Phone and Email: _____

Name: _____ Position/Title: _____

Complete address: _____

Phone and Email: _____

Name: _____ Position/Title: _____

Complete address: _____

Phone and Email: _____

APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Intermountain 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 authorize Intermountain Christian School to thoroughly interview the primary references whom 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 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 believes 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 agree that a photocopy of this document and any signature shall be considered for all purposes as the original signed release of file.

I certify that I have carefully read and do understand the above statements.

Signature of Applicant

Date

Please deliver, mail or email this completed and signed Faculty Application to:

Intermountain Christian School
Attention: Applications
6515 South Lion Lane
Salt Lake City, UT 84121

EMAIL: info@intermountainchristian.org



STATEMENT OF FAITH

WE BELIEVE

- We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God (2 Timothy 3:16, 2 Peter 1:21).
- We believe there is one God, eternally existent in three persons-Father, Son, and Holy Spirit (Genesis 1:1, Matthew 28:19, John 10:30).
- We believe in the deity of Christ (John 10:33), His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35), His sinless life (Hebrews 4: 15, 7:26), His miracles (John 2:11), His vicarious and atoning death (1 Corinthians 15:3, Ephesians 1:7, Hebrews 2:9), His Resurrection (John 11:25, 1 Corinthians 15:4), His Ascension to the right hand of God (Mark 16:19), His personal return in power and glory (Acts 1:11, Revelation 19:11).
- We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature, and that men are justified on the single ground of faith in the shed blood of Christ, and that only by God's grace and through faith alone are we saved (John 3:16–19, 5:24; Romans 3:23, 5:8–9; Ephesians 2:8–10; Titus 3:5).
- 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 condemnation (John 5:28–29).
- We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, 1 Corinthians 12:12–13, Galatians 3:26–28).
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (Romans 8:13–14; 1 Corinthians 3:16, 6:19–20; Ephesians 4:30, 5:18).
- 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's command is that there be no sexual intimacy outside of or apart from marriage between a man and a woman.
- We believe that God wonderfully foreordained and immutably created each person as either male or female in conformity with their biological sex. These two distinct yet complementary genders together reflect the image and nature of God (Genesis 1:26–27).

Intermountain Christian School intends to serve the surrounding Christian community across denominational lines. Currently, 50+ church congregations are represented in the ICS student body.

ICS requires the prospective student and/or at least one parent(s) to profess faith in Jesus Christ and affirm the ICS Statement of Faith above. Prospective families should also understand that this Statement serves as a basis for what is taught at ICS. We welcome questions regarding the Statement of Faith as a whole or any individual details of the Statement.



ADMISSIONS STATEMENT

Each enrollee of Intermountain Christian School (ICS) is welcomed in Christian love through a reflection of both the Grace and Truth of Jesus Christ (John 1:14). All families and employees must sign this admission statement yearly, indicating understanding of the perspectives of ICS as stated below:

1. ICS is committed by faith to be governed by, led by, and educated through spiritually mature, Christian believers as board members, administrators, teachers, and support staff.
2. ICS is committed by faith to the interpretation of all subject material in light of a Biblical worldview.
3. ICS is committed by faith to teach, wherever it is developmentally appropriate, and in connection with subject material and all community life, that the moral law of God is the only right standard of living. This includes but is not limited to:
 - a. A Biblical definition of love as acts and interactions that demonstrate, at all times, that each human being is of infinite value, created in the image of God. This is true even in light of the fact that each human being is corrupted by the fall into sin. *This prohibits ICS from teaching, by action or word, as if actions such as uncontrolled anger, bullying, ridicule, sarcasm with intent to hurt or demean, isolation, or control for the sake of control are acceptable in God's eyes.*
 - b. A Biblical definition of sexual purity as human sexuality that is limited to the intimate physical union between one woman and one man, bound in marriage by a vow (Gen 2:18-25). *This prohibits ICS from teaching, by action or word, as if actions such as pre-marital, extra-marital, and same-gender sexual unions, pornography of any kind, polygamy, heterosexual co-habitation without marriage, excessive or inappropriate public displays of affection, excessive immodesty and/or indecency are acceptable in God's eyes (I Cor 6:18).*
 - c. A Biblical definition of human life beginning in the womb and having infinite value. *This prohibits ICS from teaching, by action or word, as if abortion is acceptable in God's eyes. In connection with this, ICS will teach, when developmentally appropriate, that God's beautiful design for sex is within the confines of marriage and will teach an understanding of the vast and deep responsibility associated with sexual intercourse and the pro-creation of human life (I Cor 7:2-5, Heb 13:4).*
 - d. A Biblical definition of integrity as interactions that demonstrate, at all times, an understanding of, and response to, God's ownership and distribution of all things whether in public or in private. *This prohibits ICS from teaching, as if actions such as cheating, lying, stealing, manipulation, or rebellion are acceptable in God's eyes.*
 - e. A Biblical definition of human identity rooted in the 'awesome and wonderful' work of God in the intentional formation of each human in the womb (Psalm 139:14) and the unique position of humans above all other creatures as image-bearers of God. We believe that God wonderfully foreordained and immutably created each person as either male or female in conformity with their biological sex. These two distinct and yet complimentary genders together reflect the nature and image of God (Genesis 1:26-27). *This definition of identity prohibits ICS from teaching, by action or word, as if actions such as attempts to alter the fundamental identity or structure of the human body are God-honoring choices. This includes gender changes and cross-dressing.*
 - f. A Biblical definition of order as mutually responsible agreement to a set of guidelines that reflect the order and design of God's creation. This order encourages the progress of the whole child toward the peak of his or her potential. The guidelines for this agreement at ICS are outlined in the Family Handbook ([CLICK HERE](#)) for the academic, behavioral, emotional and spiritual growth of students at ICS.



In summary, the mission of ICS requires that Biblical truths, held in faith by the founding, governing, and teaching participants of ICS, be taught and integrated into all learning as the final and absolute authority on all matters of faith and life.

I have read and understand this perspective of Biblical teaching at ICS and I will not seek to promote or pressure any members of this community with any personal beliefs, lifestyles, or opinions that undermine or adversely influence the faith beliefs as outlined in....

- a) the Statement of Faith,
- b) the Admissions Statement,
- c) and the Family Handbook (including the HS/MS Pledge).

I understand that should I choose to persistently participate in lifestyles, behaviors, and open expressions of beliefs that contradict or undermine the positions in the Admissions Statement, I will agree to peacefully seek an educational institution whose foundation and beliefs are not in conflict with my own beliefs and understand that failure to do so will result in expulsion.

Signature of Applicant

Date