



BAYSHORE CHRISTIAN SCHOOL

Christian, Classical, Life Preparatory

Employment Application

We seek to hire Faculty, Staff, and Coaches who can affirm these statements:

- I am interested in pointing the students I work with to Christ, no matter the subject I teach or the area of my school involvement.
- I am interested in a working at a school that prioritizes the shepherding of hearts, not just academic rigor.
- I want to be a part of a community of faith and learning, forming deep relationships with my colleagues, students, and their families.
- I see myself as a master learner. I love my area of study and sharing my knowledge with others.

To be hired at BCS our Faculty, Staff, and Coaches must:

- Profess faith in Jesus Christ as their Savior
- Live a life of exemplary moral integrity
- Be a member (or a consistent and active attendee) of a local, evangelical, Protestant church and provide a completed pastoral reference form.
- Acknowledge and support the BCS Statement of Faith, Position Statements, Employee Code of Conduct, and Core Values.
- Love students
- Love their subject
- Demonstrate an ability to teach and a willingness to apply classical methodologies in the classroom
- Faculty must have a Bachelor's, Master's or Doctorate degree. Staff and Coaches must have a degree or comparable work experience.
- Be willing to strongly consider seeking the enrollment of your school aged children here at Bayshore.

Please complete this application and email it, along with your resume and/or Curriculum Vitae, to employment@bayshorechristian.org.

Please download the Pastoral Reference Form located on the [Employment Opportunities](#) page of the BCS website and email it to your current pastor.

Primary Information

Name: _____

Date of Birth: _____

Gender: Male Female

Address: _____

City: _____ State: _____ Zip: _____

Email Address: _____

Cell Phone Number: _____

Please list your social media profiles for Instagram, Facebook, Twitter, etc:

What position do you wish to apply for? _____

Salary range desired: _____

Date available to begin work at BCS: _____

Referred by: _____

Are you a US citizen? Yes No

Have you previously completed an application at BCS? Yes No If yes, when? _____

Have you previously been employed by BCS or ESPC? Yes No If yes, when? _____

Do you currently have a child enrolled at BCS? Yes No

Do you have a relative or family member employed at BCS or ESPC? Yes No If yes, who?

Have you ever been fired or involuntarily terminated based on work-performance or a work-related event? Yes No If Yes, then please explain.

Have you ever been convicted, pleaded guilty, no contest, received probation, or deferred adjudication of any crime other than routine traffic violations? Yes No If Yes, then please explain: (Such occurrences are not automatic grounds for rejection.)

Education

Please list the institutions from which you have received degrees:

1. School Name: _____

High School Diploma Yes No or GED Yes No

Associate Degree: Major _____

Bachelor's Degree: Major _____ Minor _____

Master's Degree: Major _____ Minor _____

Doctoral Degree: Field _____

Professional Degree: Field _____

2. School Name: _____

High School Diploma Yes No or GED Yes No

Associate Degree: Major _____

Bachelor's Degree: Major _____ Minor _____

Master's Degree: Major _____ Minor _____

Doctoral Degree: Field _____

Professional Degree: Field _____

3. School Name: _____

High School Diploma Yes No or GED Yes No

Associate Degree: Major _____

Bachelor's Degree: Major _____ Minor _____

Master's Degree: Major _____ Minor _____

Doctoral Degree: Field _____

Professional Degree: Field _____

4. School Name: _____

High School Diploma Yes No or GED Yes No

Associate Degree: Major _____

Bachelor's Degree: Major _____ Minor _____

Master's Degree: Major _____ Minor _____

Doctoral Degree: Field _____

Professional Degree: Field _____

Please list any teaching certificates or job certifications you hold. Include the state or issuing organization:

1. _____

2. _____

3. _____

Please list any honors or special recognitions you have received:

1. _____

2. _____

3. _____

References

List the name and telephone number of the following three references (non-relatives).

1. Pastoral Reference

Name: _____
Church Name: _____
Role: _____
Phone number: _____
Email: _____
Number of years known: _____
Do you currently attend this pastor's church? Yes No
May we contact them at this time? Yes No, please wait

2. Supervisor Work Reference

Name: _____
Business name: _____
Phone number: _____
Email: _____
Number of years known: _____
May we contact them at this time? Yes No, please wait

3. Co-worker Reference

Name: _____
Phone number: _____
Email: _____
Number of years known: _____
May we contact them at this time? Yes No, please wait

Employment History

Please list employment history starting with your most recent job. Additional employers and job information should be listed on your attached resume or Curriculum Vitae.

1. Employer: _____
Job Title: _____
Dates employed: _____
Summarize the nature of work performed and job responsibilities: _____

Reason for leaving: _____

2. Employer: _____
Job Title: _____
Dates employed: _____
Summarize the nature of work performed and job responsibilities: _____

Reason for leaving: _____

Personal Religious Beliefs

1. Are you a Christian? Yes No
2. Name of the Church you are currently attending: _____
Pastor's Name: _____ Pastor's email address: _____
3. Are you a member in good standing? Yes No
4. How often do you attend church? _____
5. If you were asked to explain the gospel, how would you describe that good news to a student?

6. How is a person saved from sin?

8. What is your understanding of the authority of the Bible?

9. What do you believe about the inerrancy of the Bible?

10. What is your view of abortion?

11. What is your view of homosexuality?

12. Please describe how your faith and Christian worldview affect your personal, civic, and professional life.

Experience and Interests

Please answer the section that pertains to the job for which you are applying:

Teacher Questions *(complete this section only if you are applying for a teaching position.)*

1. Please list the grade level(s) you prefer to teach: _____

2. Please list the subject(s) you are prepared to teach. _____

3. What inspired you to pursue a career in teaching? _____

4. If you taught only one subject, what would it be and why?

5. Describe your classroom discipline philosophy.

6. Describe how you build rapport with the parents of your students.

7. What is your greatest strength and weakness as a teacher?

8. What hobbies or interests do you have?

9. Please list the last three books you have read.

10. Do you have any experience, skill, talent, or interest within the areas of Theatre, Music, Languages, or Athletics? Yes No If yes, please describe:

Teacher's Aide Questions *(complete this section only if you are applying for a teacher's aide position.)*

1. Please list the grade level(s) you prefer to assist: _____

2. Have you served as a teacher's aide before? Yes No If yes, for what grade levels? _____

3. Describe any assistant positions you have held in the past:

4. Have you ever taught in a classroom setting before at a school or church?: Yes No If yes, for what grade levels? _____

5. What hobbies or interests do you have?

6. Please list the last three books you have read.

7. Do you have any experience, skill, talent, or interest within the areas of Theatre, Music, Languages, or Athletics? Yes No If yes, please describe:

Substitute Teacher Questions *(complete this section only if you are applying for a substitute teacher position.)*

1. Please list the grade level(s) you prefer to teach: _____

2. Please list the subjects you prefer to teach: _____

3. Please select the days you are available:
 Monday Tuesday Wednesday Thursday Friday
4. Please select the times you are generally available:
 Full day 7:15am – 3:00pm Morning Afternoon Varies based on day
4. Have you taught in a classroom setting before? Yes No If yes, for what grade levels?

5. Please describe any teaching experience:

Athletic Coach Questions *(complete this section only if you are applying for a coaching position.)*

1. Please list the sport you prefer to coach: _____

2. Have you been a Head Coach before? Yes No If yes, for which sport(s)?

3. Have you been an Assistant Coach before? Yes No If yes, for which sport(s)?

4. What sports have you played and at what level? (high school, college, pro, intramural, etc.)

Administrative Staff Questions *(complete this section only if you are applying for an administrative staff position.)*

1. Describe any office or administrative positions you have held in the past:

2. Are you seeking Full Time employment or Part Time employment?

3. What are your greatest strengths pertaining to office work?

2. What hobbies or interests do you have?

3. Please list the last three books you have read.

4. Do you have any experience, skill, talent, or interest within the areas of Theatre, Music, Languages, or Athletics? Yes No If yes, please describe:

Extended Care Staff Questions *(complete this section only if you are applying for an extended care position.)*

1. Have you ever cared for children as a paid position before? (day care, preschool, babysitting, etc.)
 Yes No

2. Have you cared for children in a volunteer capacity before? (Sunday School, church nursery, etc.)
 Yes No

2. Describe any child care positions you have held in the past:



Bayshore's Statement of Faith

Bayshore Christian School is a ministry of and under the authority of Eastern Shore Presbyterian Church (PCA). BCS uses the Westminster Confession of Faith as the summary of what we believe the Bible teaches, and it guides our approach to Christian education. The following Statement of Faith is the foundation of beliefs on which Bayshore Christian School is based and will constitute the substance of what is considered primary doctrine.

1. We believe the Bible is the written word of God, inspired by the Holy Spirit and without error in the original manuscripts. The Bible is the revelation of God's truth and is infallible and authoritative in all matters of faith and practice.
2. We believe in the Holy Trinity. There is one God, who exists eternally in three persons: the Father, the Son, and the Holy Spirit.
3. We believe that all are sinners and totally unable to save themselves from God's displeasure, except by His mercy.
4. We believe that eternal life is received by grace alone, through faith alone, in Christ alone.
5. We believe that Jesus Christ is the eternal Son of God, who through His perfect life and sacrificial death atoned for the sins of all who will trust in Him, alone, for salvation.
6. We believe in the absolute sovereignty of God and that He ordains whatsoever comes to pass; we also believe that man is completely responsible before this holy and sovereign God.
7. We believe that God is gracious and faithful to His people not simply as individuals but as families in successive generations according to His covenant promises.
8. We believe that grace alone opens our hearts to respond to the gospel for forgiveness of sins and eternal life; we also believe that grace working in us motivates and enables us to live transformed lives.
9. We believe that Jesus will return, bodily and visibly, to judge all mankind and to receive His people to Himself. All true believers will be resurrected at the final judgment and will live eternally on the New or Renewed Earth, the New Jerusalem. All unbelievers will face eternal judgment, separated by God forever because they refused to place their hope in the finished work of Jesus Christ.
10. We believe that all aspects of our lives are to be lived to the glory of God under the Lordship of Jesus Christ. The Statement of Faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe.

For purposes of Bayshore Christian School's faith, doctrine, practice, policy, and discipline, the Session of Eastern Shore Presbyterian Church, in agreement with The Westminster Confession of Faith, is Bayshore Christian School's final interpretive authority on the Bible's meaning and application. All persons connected with this School community, be they employees, volunteers, parents/guardians, students, or board members shall be considered School community members.

By signing below, I acknowledge that I have read, understood, and agree with these Statements of Faith. I agree to abide by and to affirm these beliefs in my actions, speech, and behavior while remaining a School community member.

Signature _____

Date _____



Bayshore's Position Statements

1. **Reverence of God's Name:** We believe reverence should be shown in all areas of instruction, proper respect, and consideration of God's character to ensure that God's name, character, and truth are honored and respected. References to the name or attributes of God must be consistent with biblical principles and should not be silly or trite.
2. **Gender and Sexuality:** We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.
3. **Marriage:** We believe the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that marriage between one man and one woman, for life, uniquely reflects Christ's relationship with His rescue mission (Eph. 5:21-33). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, harassment, cohabitation, fornication, homosexual behavior, bisexual conduct, bestiality, incest, child abuse, or use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).
4. **Self-Identification, Homosexual, Bisexual, Transgender, and Other:** We believe homosexual, bisexual, transgender, adultery, fornication, LGBTQ+, and other action, speech, and behavior outside of God's design to be sin; therefore, declaring acceptance of, condoning the practice of, or stating support for such is not acceptable from BCS students and staff.
5. **Sanctity of Human Life:** We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps. 139.)
6. **Essential Truth:** We believe the foundational truths found in the Bayshore Statement of Faith and the principles outlined in the Bayshore Position Statements form the essential tenets of our school. These statements are sincerely-held positions of our School. Within these tenets, we seek to promote "unity in essentials," beyond these tenets, "liberty in non-essentials," and "in all things charity" (Christian love toward others).

All persons connected with this School community, be they employees, volunteers, parents, students, or board members shall be considered School community members.

By signing below, I acknowledge that I have read, understood, and agree with these Position Statements. I agree to abide by and to affirm these Position Statements in my actions, speech, and behavior while remaining a School community member.

Signature _____

Date _____



Bayshore's Sincerely-Held Religious Beliefs on Sexuality and Gender

Bayshore Christian School holds the sincere religious belief that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's sex at conception is a rejection of the image of God within that person (Ps. 139:13).

Bayshore Christian School recognizes there may be instances where members of the School community experience disparity between their sex and their feelings about their sex. This disparity can motivate them to make declarative affirmations or behave in ways contrary to God's Word and His plan for their lives. Bayshore Christian School encourages members of the School community who are struggling with their sexual identity to seek help from their pastor and other trained professionals who might best assist them in clarifying and defining their sexual identity in accordance with God's Word. The School administrators will also meet with the individual and/or parents/guardians to discuss adherence to this policy.

Bayshore Christian School will at all times interact with members of the School community according to their biological sex. A member of the School community who wishes to express a gender other than his or her sex is understood to be rejecting the truth and the image of God within that person (Ps. 139:13). Biblical Christianity requires the body of Christ to compassionately dwell in the truth and assist those we love in doing the same (Eph. 4:15).

A member of the School community who openly and unrepentantly rejects their sex or declares themselves to be of a LGBTQ+ persuasion, either in or out of school, is rejecting the image of God within that person –behavior that dishonors the Holy Trinity and the Word of God. Such actions, speech, or behavior constitutes a person's failure to adhere to their commitment to abide by the behavioral standards established by Bayshore Christian School, which is cause for terminating their privilege of membership in the School community.

To preserve the function and integrity of Bayshore Christian School and to provide a biblical role model to members of the School community and the community-at-large, it is imperative that all members of the School community agree to and abide by this policy.

All persons connected with this School community, be they employees, volunteers, parents, students, or board members shall be considered School community members.

By signing below, I acknowledge that I have read, understood, and agree with these Sincerely-Held Religious Beliefs on Sexuality and Gender. I agree to abide by and to affirm these Sincerely-Held Religious Beliefs on Sexuality and Gender in my actions, speech, and behavior while remaining a School community member.

Signature _____ Date _____



Bayshore's Employee Code of Conduct

Bayshore Christian School's code of conduct is consistent with the following:

- a. The Ten Commandments (Exodus 20:2-17)
- b. The Great Commandments as stated by Jesus Christ (Matt. 22:37-40)
- c. This School's Statement of Faith

1. **Personal Conduct.** All persons connected with this School community, be they employees, volunteers, or board members shall hereinafter be referred to as School community members. All such School community members must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of the School, either expressed or implied. The use of common sense, good ethical standards, discretion, and biblical mandates will guide all who are called into community with the School in proper conduct. Failure to maintain reasonable standards is subject to discipline up to and including termination from the School community. It is expected that all members of our School community will conduct themselves in a manner consistent with biblical standards, values, and character.
2. **Rules of Conduct.** In every organization where many people interact on a regular basis, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all members of the community, and enhance the smooth operation of the organization. School community members are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each community member without placing unreasonable restrictions on anyone. School community members are expected to model appropriate actions, speech, behavior, and conduct both on and off-School campus and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others.

School community members are also expected to model appropriate language on and off-School campus and model speech that demonstrates a growing Christ-likeness (Ephesians 5:4). School community members shall maintain appropriate attitudes of concern for others. Problems concerning School community members' roles, relationships, and professional conduct should first be handled directly with the person involved. If a satisfactory resolution cannot be concluded, the matter should move up the relevant chain of responsibility. Specifically, School community members shall respect the integrity and confidences of other community members and those outside of our community attending any of our School's functions. School community members are expected to operate within their respective roles.

In summary, Christian ethics demand that School community members act in love and integrity, in confidentiality, and in alignment with the mission/purpose of this School.

3. **Inappropriate Conduct.** Violation of School rules and policies may result in an oral warning, a written warning, and/or termination of a member's role in the School community. There is no requirement that discipline be progressive or that a warning be given prior to demotion or any other disciplinary action, including discharge from the School community. Set forth below are some examples of misconduct which will not be tolerated by the School. This list is not exhaustive and examples are not listed in order of seriousness:
 - a. Falsification of personnel and/or student records and information or other School records;
 - b. Flirting, dating, or otherwise becoming romantically involved with a BCS student or anyone under legal age;
 - c. Engaging in any activity which a School community member knows, or has reason to know, will adversely affect the mission of the School, including deleterious social media posts;

- d. Deliberate damage or destruction of any School property or the property of any School community member;
- e. Engaging in any criminal conduct;
- f. Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor or other School leader, or the use of abusive or threatening language toward a supervisor, teacher, or other School leader;
- g. Using abusive or unwholesome language at any time;
- h. Failure to notify a supervisor when unable to report to work;
- i. Sleeping on the job;
- j. Sexual Misconduct, including but not limited to, adultery; fornication; engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman; attempts to alter one's sex and wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully appear provocative or to reject one's biological sex from conception (Gen. 1:27 and Ps. 139:13), and use of pornography. Homosexual, Bisexual, Transgender, LGBTQ+, and other actions, speech, and behavior outside of God's design is not acceptable from BCS students and staff;
- k. Violation of any safety, health, security or School policies, rules or procedures;
- l. Committing a fraudulent act or a breach of trust under any circumstances;
- m. Unlawful harassment of a sexual manner;
- n. Engaging in action, speech, or behavior that suggests a willful violation of the religious beliefs and practices of the School.

If a School community member has any doubt about whether certain conduct, action, speech, or behavior will constitute misconduct that suggests a willful violation of the religious beliefs and practices of the School, the community member should ask an appropriate School leader.

By signing below, School community member acknowledges they have read, understood, and agree to abide by this Christian Code of Conduct and that this School reserves the right to discipline said community member (up to and including termination from the community) for any action(s) in violation of this Code of Conduct.

By signing below, I acknowledge that I have read, understood, and agree with this Code of Conduct. I agree to abide by and to affirm this Code of Conduct in my actions, speech, and behavior while employed at Bayshore Christian School.

Signature _____

Date _____



1. **Knowledge:** We are committed to advancing excellent, practical, academic, philosophical knowledge that is in unison with and supported by the truth of God's Word. *"An intelligent heart acquires knowledge, and the ear of the wise seeks knowledge."* (Proverbs 18:15).
2. **Faith:** We seek to be used by God to set the table for the Holy Spirit to work in the lives of our students, drawing them to Christ and advancing their commitment to the Christian faith. *"Faith is the assurance of things hoped for, the conviction of things not seen."* (Hebrews 11:1)
3. **Wisdom:** We seek to foster an environment that allows students and staff to cultivate wisdom by uniting knowledge with faith. *"The fear of the Lord is the beginning of wisdom, and knowledge of the Holy One is insight."* (Proverb 9:10)
4. **Virtue:** We believe the application of knowledge, faith, and wisdom will be evidenced by virtuous behavior that is rooted in love of God and man. *"Make every effort to supplement your faith with virtue, and virtue with knowledge."* (2 Peter 1:5)

To align with BCS Core Values, employees will:

- Knowledge:**
- Have a thorough knowledge of and interest in their subject/employment area
 - Demonstrate an understanding of classical education
 - Demonstrate an understanding of and willingness to apply classical methodologies
 - Seek to improve and grow through personal academic study
 - Share knowledge with students and parents in a winsome manner
- Faith:**
- Profess faith in Jesus Christ as Savior
 - Acknowledge and support the BCS Statement of Faith and Position Statements
 - Be a member (or a consistent and active attendee) of a local, evangelical, Protestant church
 - Exhibit the fruit of the spirit in daily life: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control
 - Communicate a biblical worldview throughout conversations and lessons
 - Engage in the discipling of BCS students' hearts
- Wisdom:**
- Honor a commitment to follow the BCS Faculty and Staff Handbook guidelines
 - Adhere to the standards set forth in the BCS Employee Code of Conduct
 - Demonstrate love of teaching in word and deed
 - Demonstrate agape love towards students, parents and coworkers through patience, kindness, consistency, and clear communication
 - Hold students to appropriate action, speech, and behavioral standards
 - Show respect for authority and coworkers
- Virtue:**
- Live a life of exemplary moral integrity
 - Seek to improve personal weakness and character traits
 - Exhibit *esprit de corps* (a feeling of pride, fellowship, and common loyalty shared by the members of a particular group) in all things related to the school
 - Remain teachable
 - Maintain an orderly classroom and workspace
 - Demonstrate responsibility for tasks, time, materials, and work quality
 - Persevere with maturity through conflicts and difficult situations

By signing below, I acknowledge that I have read, understood, and agree with these Core Values. I agree to abide by and affirm these Core Values in my actions, speech, and behavior while employed at Bayshore Christian School.

Signature _____

Date _____

Resume or Curriculum Vitae

Please submit your resume or CV with this application.

Pastoral Reference Form

Please download the Pastoral Reference Form located on the [Employment Opportunities](#) page of the BCS website and email it to your current pastor.

Signature

I give Bayshore Christian School the right to investigate all references and to secure background check information about me. I hereby release from liability BCS and Eastern Shore Presbyterian Church in seeking such information and all other persons, corporations, or organizations for furnishing such information. It is understood and agreed upon that any misrepresentation on this application will be sufficient cause for cancellation of this application and/or separation from the employment of BCS if I have been employed. During the application process and at any time during the tenure of my employment with Bayshore Christian School, I hereby authorize First Advantage, on behalf of BCS to procure a consumer report which I understand may include information regarding my credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living. This report may be compiled with information from credit bureaus, court record repositories, departments of motor vehicles, past or present employers and educational institutions, governmental occupation licensing or registration entities, business or personal references, and any other source required for verification of information that I have voluntarily supplied. I understand that I may request a complete and accurate disclosure of the nature and scope of the background verification to the extent such investigation includes information bearing on my character, general reputation, personal characteristics, or mode of living. Subject to the United States Constitution, and all applicable state and federal law, Bayshore Christian School does not discriminate in its employment practices.

SIGNATURE OF APPLICANT: _____ DATE: _____

Please email this completed application, along with your resume and/or Curriculum Vitae, to employment@bayshorechristian.org.