

APPLICATION FOR EMPLOYMENT

Eden Christian Academy (ECA)

www.EdenChristianAcademy.org • info@edenca.org

Berkeley Hills Campus (Pre-K – 6)
206 Siebert Road
Pittsburgh, PA 15237
412.364.8055 PHONE
412.364.8330 FAX

Wexford Campus (Pre-K – 6)
12121 Perry Highway
Wexford, PA 15090
724.935.9301 PHONE
724.935.9354 FAX

Mt. Nebo Campus (7 – 12)
318 Nicholson Road
Sewickley, PA 15143
412.741.2825 PHONE
412.324.1101 FAX

ECA does not discriminate in hiring or in terms and conditions of employment based on an individual's race, color, sex, age, disability or national origin. As a Christian school, compliance with ECA's religious values is considered a bona fide occupational qualification under Sections 702 & 703 of Title VII of the 1964 Civil Rights Act, as amended, and will have a direct impact on employment consideration.

PERSONAL INFORMATION (please print)

Position(s) for which you are applying			Date of Application
Last Name	First Name	Middle Name	
Address	City	State	ZIP
Phone:	Home	Cell	
Email:			

Are you currently authorized to work legally in the U.S.? Yes No

Have you ever applied for employment with or been previously employed with ECA? No Yes __Year

Names of friends or relatives currently working at ECA _____

Name(s) of child(ren) currently or previously enrolled at Eden _____

Date available for work _____ / _____ / _____ Salary requirements _____

Are you available to work Full-time? Part-time? Temporary? Dates _____ / _____ - _____ / _____

Have you ever been convicted or plead guilty to a felony or misdemeanor (don't include minor traffic violations)? A conviction is not necessarily grounds for disqualification from employment. No Yes.
If yes, list the date of conviction(s), name/location of court, and nature of the crime. _____

EDUCATION

Name, City and State of School	Area of Study	Year Completed	Diploma/Degree
High School			
College Undergraduate			
Graduate School			
Professional/Other			

SPECIALIZED SKILLS (Skills/Equipment Operated)

List specific skills, training, or achievements applicable to the position applied for.

CHRISTIAN LIFE INFORMATION

Have you received Jesus Christ as your Lord and Savior? Yes No Uncertain

If yes, when? _____ On what do you base your claim of salvation? _____

Please give a brief personal testimony, including the circumstances of your conversion. _____

Why do you want to serve at ECA? _____

Briefly describe the present practice of your faith, including Bible study and prayer. _____

Name and address of your church _____

Pastor's name _____ Church denomination _____

Are you a member? Yes No Do you regularly attend services? Yes No

Do you understand that as an employee of Eden Christian Academy you will be expected to maintain an active and loyal involvement in the membership of a church of like faith and practice? Yes No

List any church/Christian work or ministry in which you are (or have recently been) involved. _____

Do you ascribe, without reservation, to the Statement of Faith of Eden Christian Academy? Yes No (See page 5.)

COMPLETE IF APPLYING FOR TEACHING POSITION

Share your views on the definition and purpose of Christian education _____

Have you had any courses in the philosophy of Christian education? Yes No

Explain any leading of the Lord in your life toward teaching in a Christian school? _____

PERSONAL/PROFESSIONAL REFERENCES

Include a pastor and an employer reference. Do not include family members. All information must be complete for mailing purposes.

Name	Complete Address	Phone Number	Relationship
1.			
2.			
3.			
4.			
5.			

APPLICANT'S STATEMENT

I certify that answers given herein are true and complete. I authorize ECA to perform background checks and investigation of all statements contained in the application for employment as may be necessary in arriving at an employment decision.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the employee may resign at any time and the employer may discharge employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

I understand and consent that Eden Christian Academy has the right to request in writing, references concerning my past employment history. ECA reserves the right to respond in writing to future employers concerning your employment record at Eden Christian Academy.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand that I am required to abide by all rules and regulations of the employer.

I acknowledge that this application does not constitute a contract of employment.

Signature of Applicant

Date

This application for employment shall be considered active for a period of time not to exceed 45 days (six months for faculty). Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

THE EDEN PROMISE

Eden Christian Academy is committed to providing an exceptional educational experience by engaging the mind and heart of each student to think and act with Christ-like character.

OUR CORE COMMITMENTS

As we fulfill our purpose and deliver our educational mission, we are unreservedly committed to:

Christ-centeredness. We recognize the Lord's sovereignty over every aspect of life. Therefore, we continuously seek His guidance and submit to His leadership as we pursue our mission, glorifying Him in all that we do. (Matthew 28:18; Colossians 3:17)

The Authority of God's Word. We believe the Scriptures to be the Spirit-inspired source of all Truth and the lens through which we are to observe and relate to the world in which we live. Therefore, the Scriptures guide and shape our thinking and practices as we provide a biblically based education for each student in the development of a Christian worldview. (John 17:17; 2Timothy 3:16)

Excellence. We believe that God is the creator and author of all that is good, beautiful, and wise. Therefore, at ECA excellence is not simply a word, it is a commitment for which we continuously strive. Mediocrity in any endeavor is simply unacceptable. (1Corinthians 10:31; Colossians. 3:23)

Partnership with Parents. We recognize the God-given responsibility of each parent to raise their children in the nurture and admonition of the Lord. Therefore, we are dedicated to being a resource for families, encouraging and facilitating the engagement of parents in the education of their children, and supporting the values espoused in the home and church. (Proverbs 22:6; Ephesians 6:4)

Education of the Whole Student. We believe that students are more than minds to fill and education is more than knowledge to dispense. Christian education recognizes the unique dimensions of each student as a life to shape and a spirit to nurture. Therefore, we are committed to providing a thorough and rigorous educational experience that touches each area of a student's life, including (1Cor. 12:4-6)

- **Spiritual Transformation.** We are committed to a desire for each student coming to a saving faith in Christ and to fostering a continuously maturing relationship with Him, His Church and the Scriptures, leading to a life of personal holiness, theological clarity and selfless service. (2Corinthians 5:17; Philippians 2:12-13)
- **Intellectual Development.** We are committed to helping each student acquire the skills essential to critical thinking, discernment, problem solving and effective application of core truths to challenging life situations. (2Corinthians 10:5; James 1:5)
- **Life Preparation.** We are committed to helping each student acquire the understanding and insight necessary for success in pursuing God's calling in college, vocation, family and community life.(Jeremiah 29:11; 1 Samuel 1:27-28)
- **Cultural Engagement.** We are committed to developing in each student the capacity, wisdom and willingness to engage and critique popular culture and the arts from a sound biblical foundation. (Genesis 1:28; Romans 12:2)
- **Personal Relationships.** We are committed to helping our students build and sustain strong relationships with people from all walks of life, while learning to fully and joyfully participate in the dynamics of community and church life. (John 13:34; 2Corinthians 6:14)
- **Physical Vigor.** We are committed to helping students develop life-long habits of regular exercise, healthy diet and team building, with an appreciation for athletics and recreation. (1Corinthians 6:19; 1Corinthians 9:24.)

**EDEN CHRISTIAN ACADEMY
STATEMENT OF DOCTRINE***

1. We believe the Bible to be the inspired, the only infallible and inerrant authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
6. 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 damnation.
7. We believe that heaven and hell are definite places.
8. We believe in the spiritual unity of believers in our Lord Jesus Christ.
9. 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.)
10. We believe that God wonderfully and immutably creates each person as male or female in conformity with their biological sex. 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. 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. (Gen 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 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, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20; 1 Cor 6:9-10.) We believe that in order to preserve the function and integrity of Eden Christian Academy as the local Body of Christ, and to provide a biblical role model to the Eden Christian Academy members and the community, it is imperative that all persons employed by Eden Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16; Phil 2:14-16; 1 Thess 5:22.) 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; Rom 10:9-10; 1 Cor 6:9-11.) 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 Eden Christian Academy.

* Our Statement of Doctrine is not exhaustive of all of our beliefs. The Bible, as the inspired and infallible Word of God, speaks with absolute authority regarding the proper conduct of mankind and is the unchanging foundation for all belief and behavior. The Eden Christian Academy Board of Directors holds final interpretive authority on biblical meaning and application with regard to faith, doctrine, policy, practice, and discipline.

BIBLICAL MORALITY POLICY

Eden Christian Academy's Biblical role is to work in conjunction with the home to help students to think and act with Christ-like character. Of necessity, this involves teaching what the Bible defines as the qualities or characteristics that exemplify a Christ-like life. Eden reserves the right, within its sole discretion, to refuse admission to an applicant or to discontinue enrollment of a student if the atmosphere within a particular home or family of a student, or the activities of the student himself or herself, are counter to or are in opposition to the Biblical lifestyle the school teaches. This includes, but is not limited to participating in sexual immorality, homosexual lifestyle, or bi-sexual activity; promoting such practices; or being unable to support the moral principals of the school. (See Leviticus 20:13; Romans 1:27; Ephesians 5:3).