

# TUSCALOOSA CHRISTIAN SCHOOL

PLEASE READ THIS EXCERPT FROM THE TUS-  
CALOOSA CHRISTIAN SCHOOL PARENT/  
STUDENT HANDBOOK BEFORE COMPLETING  
YOUR  
EMPLOYMENT APPLICATION

1601 Prudes Mill Road  
Post Office Box 250  
Cottondale, AL 35453  
Phone: 205-553-4303  
Fax: 205-553-4259  
Website: [www.tcswarriors.org](http://www.tcswarriors.org)

**Tuscaloosa Christian School**  
Established 1969

~ A Ministry of Cottondale Baptist Church ~

Accredited by the  
**American Association of Christian Schools**

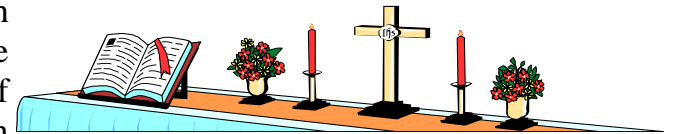
*“Academic Excellence With Meaning”*

## I. FOUNDATION

- A. Affiliation
- B. Statement of Faith
- C. Christian Philosophy of Education
- D. Objectives in Education

### AFFILIATION

Tuscaloosa Christian School is an integral part of the Cottondale Baptist Church of Cottondale, Alabama. We are governed by a school board which also serves as the church board of deacons. Christian



training in the school is from a Biblical approach, and Christ-like principles are clearly taught. No applicant shall be denied admission on the basis of race, color, or national origin.

Please read this Handbook in its entirety with prayerful consideration. If, after reading the Handbook and determining that the principles stated herein are the principles by which you want your child educated, then we will have a meaningful and productive school year. We will request that you sign a statement stating that you have read this Handbook at the time of registration.

## STATEMENT OF FAITH

1. We believe in the absolute accuracy of the Word of God and that the Bible is verbally inspired and all-sufficient as the Christian's rule of life and practice. (II Timothy 3:16,17).
2. We believe in the total depravity of man through the fall of Adam. (Genesis 3; Romans 5:12-17).
3. We believe that the one true God is manifested in three persons: Father, Son, and Holy Spirit, equal in all things as eternity, omnipotence, omnipresence, and omniscience. (Matthew 28:19; II Corinthians 13:14).
4. We believe in the virgin birth of Jesus Christ (Luke 1:26-35); His absolute sinlessness (II Corinthians 5:21); and in the complete justification of the believer in Christ. (Acts 13:38,39; Romans 5:1).
5. We believe in the present assurance of salvation (I John 5:11-13); the present possession of eternal life by every true believer (John 5:24; 6:47); and the eternal security of the genuine believer. (John 10:28-30).
6. We believe that the ordinances of the Lord's Supper and baptism by immersion are to be observed by the church in the Lord's absence. (Matthew 28:19; Acts 8:36-39; Romans 6:1-5; I Corinthians 11:23-26; Acts 2:42).
7. We believe in the resurrection of all believers at the pre-millennial coming of Christ and in the review and reward of believers according to their life and works. (Luke 14:14; John 5:28,29; Romans 14:10-12; II Corinthians 5:10; I Corinthians 3:11-15; I Corinthians 15:22,23).
8. We believe in the love of God for the entire world (John 3:16), the necessity for the new birth through the Word and the Spirit of God (John 3:3-7; I Peter 1:23-25), the indwelling of every true believer by the Holy Spirit (I Corinthians 6:19; John 14:16,17); the uselessness of human works and merit to obtain salvation. (Romans 4:5; Ephesians 2:8,9; Titus 3:5).
9. We believe in the finished work of Christ through which complete and eternal atonement for sins has been effected. (John 19:30; Hebrews 9:26,28; Titus 3:5).
10. We believe in salvation by grace alone through faith. (Ephesians 2:8,9; Acts 16:30,31).
11. We believe in the efficacy of the Blood of Christ, apart from which there can be no salvation (Hebrews 9:22; Ephesians 1:7; Colossians 1:20; I John 1:7); His vicarious death (Romans 5:6-8); Luke 24:26-40); His visible ascension (Luke 24:50,51); His present enthronement (Hebrews 1:3); and in His high priestly ministry and advocacy. (Hebrews 7:25,26; I John 2:1).
12. We believe that mankind is absolutely helpless and cannot please God in an unregenerate condition. (Romans 3:9-19; 8:8).
13. We believe in the immediate entry into a literal hell by every person who dies without Christ (Luke 16:19-31); the resurrection of all such persons to stand before the Great White Throne of Judgment (John 5:28,29; Revelation 20:11-13); and the consignment of all such persons into a lake of fire forever. (Matthew 25:46; Revelation 20:14,15).
14. We believe in separation from sin and the world by the Christian and a godly life to the glory of God. (II Corinthians 6:14; 7:1; Titus 2:11-14).
15. We believe in the rapture of the church, at the coming of Christ, to meet Him in the air (I Corinthians 15:51-57; I Thessalonians 4:13-18); the revelation of Christ at His coming to the earth prior to the setting up of His millennial kingdom (II Thessalonians 1:6-10); and the personal, literal reign of Christ over this earth for one thousand years. (I Corinthians 15:24-28; Revelation 19:1-11; 20:6).
16. We believe that God has commanded that no intimate sexual activity be engaged in outside or marriage between a man and a woman. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance. (Gen. 2:24; Gen. 19:5,13; Gen. 26:8-9; Lev. 18:1-30; Rom. 1:26-29; 1 Cor. 5:1 6-9; 1 Thes. 4:1-8; Heb. 13:4).
17. We believe that only the legitimate marriage is the joining of one man and one woman. (Gen. 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23.)

## MISSION STATEMENT

Tuscaloosa Christian School exists to challenge young people to know Jesus Christ as Saviour and Lord, to live according to Biblical principles, and to equip them with the necessary knowledge and skills to serve others.

## CHRISTIAN PHILOSOPHY OF EDUCATION

Christian education is based upon God and those absolutes established by Him. God sustains a systematic order from the vastness of space to microscopic creation. In the physical, mental, and spiritual realms, God is the personally interested Heavenly Father.

### Origins

God planned and created all things. Life was no accident. Plants, animals, fish, fowl, and man are all created and sustained in their own order and are not an end to themselves but are all working into God's plan.

### Man

God created man in His image. Man has a never-dying soul and is responsible to God in all matters. Eternal life is available to all men through faith in Jesus Christ as Savior and Lord.

### Society

When honored, God's laws guide man's relationships and result in justice and morality. Under Biblical principles, man has rights of individual decision resulting in personal responsibility.

### Education

Education begins with the promise that God is and ever shall be. When one is properly oriented, he discovers that life is a wonderful part of a great plan that involves time and eternity. The school, church, and home should work hand in hand to develop the whole man: body, soul, and spirit.

## OUR OBJECTIVES IN EDUCATING YOUR CHILD

1. To prepare children spiritually by instilling in them a love for the Lord Jesus Christ, God the Father, and His Holy Spirit, and a personal sense of responsibility to be all God wants them to be.
2. To prepare children to successfully live balanced Christian lives in an unbalanced world.
3. To encourage them to think clearly, logically, and independently.
4. To offer an instructional program that meets the academic needs of children.
5. To develop an understanding of the world in which they live and the ability to appreciate and adjust to their environment.
6. To achieve mastery in the tools of learning and communications.
7. To develop a sense of responsibility in each child as a citizen and a Christian.
8. To develop a moral, ethical, and spiritual sense which will aid them in the appreciation of their own personal worth and that of others.
9. To provide them with opportunities to develop an understanding of and an appreciation of their own personal worth and that of others.
10. To provide opportunities for developing skills necessary to make a living.
11. To offer opportunities to participate in wholesome forms of recreation.
12. To prepare each child for an outstanding position in life, to prepare for spiritual leadership in school, home, church, community, state, nation, and the world.





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Please  
attach  
a  
recent  
photo

## EMPLOYMENT APPLICATION

Date of Application: \_\_\_\_\_

### PERSONAL INFORMATION

Name \_\_\_\_\_

S.S. \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Mailing Address \_\_\_\_\_

(Street, Apt #, etc.) (City) (State) (Zip)

Home Phone: \_\_\_\_\_ Daytime Phone: \_\_\_\_\_

Marital Status (check one):  Married  Single  Separated  Divorced  Widow(er)  
 Engaged  Re-married

Spouse's Name \_\_\_\_\_ Occupation \_\_\_\_\_

Number of children \_\_\_\_\_ Age(s) of Child(ren) \_\_\_\_\_

Condition of your health \_\_\_\_\_

Disabilities \_\_\_\_\_

### CHRISTIAN BACKGROUND

Do you have personal assurance that you are a born-again Christian?  Yes  No

On a separate sheet of paper, give a brief statement of your Christian faith including your salvation experience.

Present Church Membership \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Pastor's Name \_\_\_\_\_

In what church activities are you regularly involved? \_\_\_\_\_

What other Christian service have you done since becoming a Christian? \_\_\_\_\_

What is your attitude toward working with people of other races and denominational beliefs? \_\_\_\_\_

To what extent should a Christian school teacher be involved in weekly ministries of the church in which they are a member? \_\_\_\_\_

Describe your routine of personal Bible study and prayer. \_\_\_\_\_

What books have you read recently that have helped you spiritually? \_\_\_\_\_

Do you believe the Bible is the ONLY inspired and infallible Word of God, our final authority in all matters of faith, conduct, and truth?  Yes  No

Were you given a copy of the TCS Handbook?  Yes  No.

Have you read pages 7-11, which explain our affiliation with Cottondale Baptist Church, our statement of faith, our Christian philosophy of education, and our objectives in educating children?[  Yes  No

**Please indicate below your degree of support.**

\_\_\_\_\_ I fully support the TCS Statement of Faith.

\_\_\_\_\_ I support the TCS Statement of Faith except for the areas listed on a separate sheet of paper.

Signature : \_\_\_\_\_

Do you agree that a Christian School has a right to set standards for faculty and students regarding dress, conduct, and ethics?  Yes  No. If no, please elaborate:

\_\_\_\_\_

Would you feel comfortable taking the scriptures and explaining to a child how to receive Christ?

Yes  No

### **GENERAL BACKGROUND**

Have you ever been divorced?  Yes,  No.

If yes, please elaborate: \_\_\_\_\_

Do you now, or have you ever, used tobacco products of any kind?  Yes  No

What are your convictions regarding the use of tobacco products? \_\_\_\_\_

\_\_\_\_\_

Do you now, or have you ever, used alcohol in any form?  Yes  No

What are your convictions regarding the use of alcohol? \_\_\_\_\_

\_\_\_\_\_

Do you now, or have you ever, used prescription or non-prescription drugs?  Yes  No

What are your convictions regarding the use of drugs? \_\_\_\_\_

\_\_\_\_\_

Do you now, or have you ever, used pornography in any form?  Yes  No

What are your convictions regarding the use of pornography? \_\_\_\_\_

\_\_\_\_\_

Have you ever been advised to seek psychiatric help?  Yes  No.

If yes, please elaborate: \_\_\_\_\_

Do you consider yourself a violent person?  Yes  No

Do you have trouble controlling your temper?  Yes  No

Do you ever swear or use otherwise offensive language?  Yes  No

Have you ever physically struck anyone in anger?  Yes  No. If yes, please elaborate: \_\_\_\_\_

Have you ever been accused of any improper conduct toward someone of the opposite sex?  Yes  No

If yes, please elaborate: \_\_\_\_\_

Have you ever been accused of any improper conduct toward someone of the same sex?  Yes  No

If yes, please elaborate: \_\_\_\_\_

Have you ever been accused of any improper conduct toward a child?  Yes  No

If yes, please elaborate: \_\_\_\_\_

Do you feel that you were ever physically or emotionally abused as a child?  Yes  No

**CRIMINAL BACKGROUND**

Have you ever been charged with committing a crime?  Yes  No. If yes, please elaborate: \_\_\_\_\_

Have you ever been convicted of committing a crime?  Yes  No. If yes, please elaborate: \_\_\_\_\_

Have you ever been investigated by any governmental agency for any form of abuse whatsoever?

Yes  No.

If yes, please elaborate: \_\_\_\_\_

Have you ever been accused of abuse of any kind by anyone?  Yes  No.

If yes, please elaborate: \_\_\_\_\_

Has anyone in your immediate family ever been investigated for child abuse or accused of abuse of any kind?  Yes  No.

If yes, please elaborate: \_\_\_\_\_

Has your driver's license ever been suspended?  Yes  No

If yes, why? \_\_\_\_\_

**We will check the criminal record of all workers. Are you willing to sign an authorization form for us to check your background?  Yes  No**

**PROFESSIONAL QUALIFICATIONS**

**EDUCATIONAL BACKGROUND – HIGH SCHOOL THROUGH COLLEGE**

Institutions Attended

Dates Attended

Diplomas/Credits/Degrees

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Major \_\_\_\_\_ Minors \_\_\_\_\_

What college distinctions or honors did you receive? \_\_\_\_\_

### **TEACHING EXPERIENCE**

Name of School(s)	City/State	Grades/Subjects	Dates of Employment
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Why are you seeking a job change? \_\_\_\_\_

Why did you leave your previous job? \_\_\_\_\_

Have you ever been dismissed from a teaching position?  Yes  No. If yes, please elaborate: \_\_\_\_\_

Do you presently hold a valid teaching certificate?  Yes  No

Type \_\_\_\_\_ State \_\_\_\_\_ Exp. Date \_\_\_\_\_

What grade level and/or subject(s) do you desire to teach?

First Choice \_\_\_\_\_ Second Choice \_\_\_\_\_

Are you familiar with the A Beka curriculum?  Yes  No

As far as you now know, are you interested in teaching for us for one year, two years, or do you intend to make teaching a career? \_\_\_\_\_

### **PERSONAL PHILOSOPHY**

**\*\*\* On a separate sheet of paper please answer each of the following questions.**

1. Why do you wish to teach in a Christian School?
2. What do you consider to be the proper classroom atmosphere for learning?
3. What are do you feel are you strengths? Weaknesses?
4. What do you believe about the origin of the earth and all mankind?

### **EXTRA-CURRICULAR INFORMATION**

Do you play the piano?  Yes  No List any other instruments you play: \_\_\_\_\_

Would you be interested in any special school activities such as coaching, sponsoring cheerleading, directing choirs, etc? \_\_\_\_\_

### **NON-TEACHING EXPERIENCE -- LIST OTHER PREVIOUS EMPLOYMENTS**

Type of Work	Employer	Dates of Employment
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**In the event we would like to contact your employers of the last five years, will you provide us with their names and addresses?  Yes  No**

**REFERENCES**

Please provide two personal and two professional references.

1. Name \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Day-Time Phone Number \_\_\_\_\_

2. Name \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Day-Time Phone Number \_\_\_\_\_

3. Name \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Day-Time Phone Number \_\_\_\_\_

4. Name \_\_\_\_\_  
Address \_\_\_\_\_  
Position \_\_\_\_\_ Day-Time Phone Number \_\_\_\_\_

**AUTHORIZATION TO RELEASE REFERENCE INFORMATION**

**I have made application for a position with Tuscaloosa Christian School. I authorize Tuscaloosa Christian School to inquire about my work and personal history and verify all data given in my application for employment, related forms and any oral interviews.**

**I authorize the release and giving of all information requested by Tuscaloosa Christian School such as employment records, performance reviews, and personal references.**

**I release any person, organization, or company from liability or damage which may result from furnishing the information requested.**

**I further waive the right to personally view any references or information given to Tuscaloosa Christian School.**

**I further certify that I have read and do understand all the above statements.**

\_\_\_\_\_  
**Applicant's Name (Print)**

\_\_\_\_\_  
**Applicant's Social Security Number**

\_\_\_\_\_  
**Applicant's Signature**

\_\_\_\_\_  
**Date**

**How did you learn about Tuscaloosa Christian School? [ ] Referred by Friend [ ] Advertisement**

**Other \_\_\_\_\_**

**Section 1.01 APPLICANT'S CLOSING STATEMENT**

*I hereby declare the information provided by me in this application for employment to be true, correct, and complete to the best of my knowledge. I understand that if I am employed, any misstatement of fact on this application shall be considered cause for dismissal.*

**Signature of Applicant** \_\_\_\_\_ **Date** \_\_\_\_\_

-----**FOR TCS OFFICE USE ONLY**-----

References called \_\_\_\_\_

\_\_\_\_\_

Reference inquiry letters sent \_\_\_\_\_

\_\_\_\_\_

Interview Date \_\_\_\_\_ Interviewed by \_\_\_\_\_

Impression \_\_\_\_\_

\_\_\_\_\_

Communicative Skills \_\_\_\_\_

\_\_\_\_\_

Appearance \_\_\_\_\_

Salary \_\_\_\_\_

Result of Interview \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_