

# *Cumberland Christian School*

1100 W Sherman Avenue  
Vineland, New Jersey 08360  
856-696-1600

## Employee – Application - Staff

All information will be held in confidence.

Miss \_\_\_\_\_  
Mrs \_\_\_\_\_ Date \_\_\_\_\_  
Mr \_\_\_\_\_ Full Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Length of time at this address \_\_\_\_\_ Phone ( ) \_\_\_\_\_ Best time to call \_\_\_\_\_

Date of Birth \_\_\_\_\_ Social Security No. \_\_\_\_\_ Date Available \_\_\_\_/\_\_\_\_/\_\_\_\_

Marital Status (check all those that apply): Single  Married  Widowed  Divorced  Remarried  Separated

List Dependents & Ages \_\_\_\_\_ Spouse's Name \_\_\_\_\_

Schools Attended	Address	Dates	Degrees	Major/Minor
Secondary				
College				
Graduate School				

Other Training \_\_\_\_\_

Position(s) Desired \_\_\_\_\_ Full Time  Part Time  Either

Do you wish to work during summer months? Yes  No  Either  (?)

Please list your last 3 jobs in order

Employer	Address/Phone	Position/Date	Reason for Leaving

Do you have any health situations that could impact your job performance?  If yes, explain \_\_\_\_\_

Have you been arrested or accused of any questionable moral activities?  If yes, explain \_\_\_\_\_

What training, personal characteristics, or experience would help qualify you for this position?



## Certification and agreement

I understand that Cumberland 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 Cumberland Christian School to thoroughly interview the primary references that 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 evaluation, 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 ever 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 receipt of background information, including criminal background information. The school may refuse employment or terminate employment if it deems any background information unfavorable or that I could reflect adversely on the school or on myself 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 certify that I have carefully read and do understand the above statements.

Signature of Applicant \_\_\_\_\_

Date \_\_\_\_\_

## **Statement of Faith**

1. We believe the Bible to be the inspired, the only infallible, authoritative Word of God (II Timothy 3:15; II Peter 1:2 1)
2. 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)
3. We believe in the deity of Christ (John 10:33); in His virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:35); in His sinless life (Hebrews 4:15; Hebrews 7:26); in His miracles (John 2:11); in His vicarious and atoning death through His shed blood (I Corinthians 15:3; Ephesians 1:7; Hebrews 2:9); in His resurrection (John 11:25; I Corinthians 15:4); in His ascension to the right hand of the Father (Mark 16:19); and in His personal return in power and glory (Acts 1:11; Revelation 19:11).
4. We believe that for the salvation of lost and sinful man regeneration by the Holy Spirit is absolutely essential. (John 3:16-19; John 5:24; Romans 3:23; Romans 5:8-9; Ephesians 2:8-10; Titus 3:5).
5. 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; I Corinthians 3:16; I Corinthians 6:19-20; Ephesians 4:30; Ephesians 5:18).
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 (John 5:28-29).
7. We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9; I Corinthians 12:12-13; Galatians 3:26-28).

### **Reaching the Mind, the Heart, and the Hands . . . for Christ! Proverbs 3:5-7**

Reaching the Mind through –  
A diverse academic program . . .  
Tailored to individual abilities and needs . . .  
And focused through the perspective of a Biblical worldview.

Reaching the Heart through –  
Spiritual nurture with . . .  
Calls to salvation and discipleship including . . .  
A stress on spiritual commitment.

Reaching the Hands through –  
Promotion of Christian service and testimony with . . .  
Encouragement for mission activities and also . . .  
An emphasis on Christian citizenship.

Signature \_\_\_\_\_

Date \_\_\_\_\_

# Cumberland Christian School

1100 W. Sherman Ave.  
Vineland, NJ 08360-6995

Phone (856) 696-1600 Fax (856) 696-0631  
E-mail CCS@CCCrusader.org



## **AUTHORIZATION TO RELEASE REFERENCE INFORMATION**

I have made application for a position as a \_\_\_\_\_ with **Cumberland Christian School**. I have authorized the school to thoroughly interview the primary references which I have listed, any secondary references mentioned through interviews with primary references, or other individuals that 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 all other matters related to my suitability for employment.

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 **Cumberland Christian 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 ever personally view any references given to **Cumberland Christian School**.

I agree that a photocopy or facsimile copy of this document and any signature shall be considered for all purposes as the original signed release on file.

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

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Applicant's Name (Print)

Date

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Applicant's Signature

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Applicant's Social Security Number

[www.CCCrusader.org](http://www.CCCrusader.org)

Accredited Grades K-12 by Association of Christian Schools International  
and Middle States Association of Colleges and Schools

*Serving Christ in Education Since 1946*

# *Cumberland Christian School*

## **Employee Code of Ethics**

### **A. Statement of Meaning**

In an interdenominational school, individuals come from a variety of educational backgrounds and have differences in their values and beliefs. In order for such a diverse group of Christians to work together in unity, there needs to be a common base of reference . . . the Bible . . . as well as sensitivity to the values and wisdom of the "entire body." We need to respect the feelings of one another. The Employee Code of Ethics is designed to help each employee understand their responsibilities to the school family at large, . . . staff, students, parents, and area churches.

A CCS employee must manifest by precept and example the highest Christian virtue and personal decorum, serving as a **Christian role model** (I Timothy 4:12) to pupils both in and out of school (Luke 6:40), and as an example to parents and fellow faculty members in judgment, dignity, respect, and Christian living.

The lives of school employees fall under close scrutiny by virtue of holding a position at CCS. Many different groups, both within the school as well as outside the school, come into contact and deal with school personnel. Each employee becomes a representative of both the school and our Lord. This responsibility is one of the reasons the Apostle Paul stated that to desire to be a teacher places one under a stricter judgment.

In both the life of Christ and of Paul and the other apostles, Christian liberty was often subjected to the needs and good of the entire body. While all things are "lawful," not all things are Scripturally "expedient" (suitable, wise). Consequently, school personnel must be sensitive to the needs and feelings of the entire school body.

Some of the following guidelines of conduct therefore are not specifically designed to show "right" or "wrong" behavior, "sinful" or "Christian" behavior, but conduct which would seem **appropriate to our Christian school community**. Some standards do vary in different Christian communities and even in area churches. Our desire is to be Scripturally sensitive to these standards.

While adhering to a strong unwavering obedience to Scripture, we recognize "Christian liberty" is not as easy to define. There will be Christians who feel the school guidelines are too lenient and others who feel they are too strict. It seems best in this area to often maintain a balance between the two approaches. We are not concerned with who is the "weaker or the stronger brother" but what will be the course which seems to most edify the entire body of Christ.

It is with this in mind that this code of ethics has been presented. A prospective employee must be in harmony with these policy guidelines and every employee of CCS must signify their willingness to adhere to them.

## B. Guiding Principles

1. **The Employee's Highest Priority** - Each 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).  
Staff members are expected to maintain a daily devotional life consisting of prayer and Scripture study.
2. **Church Involvement** - All school employees are required to be active and in regular attendance in a local gospel-preaching church of their choice that is in agreement with the school statement of faith.  
All employees must also be able to work comfortably with people from all denominations represented in the school. Denominational ideas or prejudices may not be promoted to either students or parents. Personal feelings in such areas should **not** be expressed, but instead, a non-denominational approach must be maintained.
3. **Personal Financial Gain** - Staff members may not utilize their position or knowledge of school parents for any personal financial gain.  
Selling of items or services to parents or students by the employee (and/or their spouse) must be avoided except at the request of a parent.
  - a. Staff members should not accept expensive gifts from parents or students.
  - b. A teacher should not receive pay for tutoring students.
  - c. Selling of school related services, such as counseling, Discovery Skills therapy, etc., should be treated the same as tutoring.
4. **Prejudice** - All employees shall be free of prejudice based upon race, sex, or ethnic origin. Jokes or comments that have any such basis are not to be tolerated.  
Employees should treat children of staff members, the same as any other student.
5. **Language** - Language of staff members should always be positive and edifying.  
Minced oaths or questionable language or thoughts should not be expressed.  
Students may never be referred to in derogatory terms or by derogatory names.
6. **Marriage and Family Relationships** - Married employees are expected to enter into and to maintain marital relationships that are Scripturally based and to exercise Biblical oversight of their children.
  - a. Husbands and wives are to be living harmoniously together.
  - b. Divorce is not God's desire and may only be accepted within Biblical boundaries.
7. **Biblical View of Sex** - The employee agrees that the Bible dictates the standards for sexual behavior. Sex outside the bounds of a male-female marriage is sin and is against God's plan. 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 role 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).
  - a. **Relationships With The Opposite Sex** - Discretion in personal relationships with the opposite sex is important. This should include the following:
    - (1) Dating of divorced parents of students.
    - (2) Single men and/or women teachers must exercise extreme discretion in dating practices.
    - (3) Displays of affection by single staff members.
  - b. **Sex Roles** - The school promotes the distinctive roles of the sexes seeking to emphasize both the masculine and the feminine roles of the respective sexes. Equal opportunities are to be afforded to both sexes. The responsibilities in the making of a Christian home are to be emphasized as a strong and high calling for both sexual roles.
    - (1) We feel that when certain styles of dress are normally associated with a particular

- sex, it is inappropriate for employees to deviate from that expected norm.
- (2) While believing strongly in equal treatment of the sexes, the modern women's liberty movement is not always compatible with the emphasis the school wishes to place on the Christian family and distinctiveness of the sexes.

8. **Relationships with Students**

- a. Physical contact with students requires great discretion. It should only occur in completely innocuous ways and great care should be given to avoid even the appearance of impropriety.
- b. Dating or double dating with students should not take place.
- c. Staff members must avoid being alone in social settings with students of the opposite sex.
- d. Employees may not develop relationships with students that become personal friendships, similar to adult friendships.

9. **Support of Christian Education** - Each employee accepts without reservation both the Statement of Faith and the Educational Philosophy and Objectives of this school and is committed to upholding them.

Staff members are expected to support the Mission and vision of the school.

An employee is always expected to either support another school employee in fulfilling their responsibilities or to remain quiet, but register their feelings with the responsible school officials. School personnel should always follow the chain of command and use it in pursuing any grievance, as stated in the CCS grievance policy.

School-aged children of school employees must be enrolled in a Christian school program unless exempted by the Board of Directors by reason of the school not being able to meet the special needs of the student.

10. **Resolution of Problems and Disagreements** - The teacher 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 TLB)

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 within the school.

11. **Confidentiality in Personal Matters** - Confidentiality of student and school affairs should be maintained.

Discussion of student problems or school problems should be shared only within the school chain of command or those directly involved. Consideration of the above must be given when sharing prayer requests as well.

A staff member may not withhold personal or family information from their supervisor in the chain of command if that supervisor must make decisions affecting that student or person.

Discretion must be exercised in speaking of one's own personal life to students or parents.

12. **Contracts - Verbal and Written** - Employees shall honor their word as their bond. Verbal agreements should be honored as written contracts, so verbal agreements must be made with great discretion. Teachers should not make promises to parents or students they cannot maintain.

It is expected that written contracts be honored in spirit and in letter. School contracts are not broken as a matter of personal convenience but only as necessitated by extreme emergency as interpreted by the Board of Directors.

13. **Personal Morality** - Staff members are expected to exercise discretion in any involvement with alcoholic beverages, card playing, social dancing, secular rock music, secular movies, gambling, and tobacco.

It is expected that if an employee's personal attitude toward any of these things is favorable, that the employee will not promote those personal feelings among students or parents.

14. **Hindrance to Ministry Responsibilities** - The employee's professional work should not be hindered by other activities such as second jobs, vacation trips, etc. Care should also be taken to



avoid conflicts between church activities and required school activities.

Because of an employee's needs, it may be necessary to have part-time work. It is preferred that such work be limited to the summer. If that is not possible, the additional work hours should be planned so as not to impede the employee in conducting normal school work in any way.

## Summary

It is expected that employees always strive to do their best work to the glory of God. They are expected to model Biblical Christianity in all of their professional and personal interactions. Every employee of Cumberland Christian School is to be considered a **Christian role model** whose highest priority is to present Christ to all who come in contact with the school.

I have read, understand, and agree to conform in attitude and behavior to the expectations of a Cumberland Christian School employee while in the employ of the school, both at school and away.

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Date

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Signature

# *Cumberland Christian School*

## **Employee – Employment Family Disclosure Form**

(to be filed with employment application)

List any “relatives”\* as defined by the definition listed below, that are employed by Cumberland Christian School. If you do not have a “relative” employed by the school, enter “none” on the first line.

<b>NAME</b>	<b>RELATIONSHIP</b>	<b>POSITION</b>

Any false statement made regarding this nepotism policy, orally or in writing, will result in immediate termination of employment.

Applicant Signature:

Date:

\_\_\_\_\_

\_\_\_\_\_

**\*Definition of “relative” for purposes of this policy:**

“Relatives” include current spouse, children (including step-children), parents (including step-parents), grandparents, brothers and sisters.

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Encouragement for mission activities and also . . .  
An emphasis on Christian citizenship.

Signature \_\_\_\_\_

Date \_\_\_\_\_