



HERITAGE CLASSICAL ACADEMY

## Employment Application: Faculty

Please type your answers to the Spiritual and Personal Views sections. The rest may be hand-written.

### Personal Information

Applicant Name: _____	
Address: _____	
Home Phone: _____	Cell phone: _____
Email Address: _____	
Spouse's name (if applicable): _____	Number of children: _____

### Teaching Interest

What grade level(s) do you prefer to teach? _____
What subject(s) do you prefer to teach? _____
_____
List any other extra-curricular interests. _____
_____

### Education

College/University Attended	Degree Attained/Major	Year Degree Attained
_____	_____	_____
_____	_____	_____
_____	_____	_____

Please list any current professional licenses, certifications, or endorsements you hold.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### Teaching/Educational Experience

Years	Employer	City, State	Grade/Subject
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

**\*Please list any additional teaching experience on a separate sheet.**

### Other Work Experience

**Please list other work experience you have had in the last 5 years.**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### Civic History

**Have you ever been convicted of, found guilty of, pled guilty to any misdemeanor other than traffic offenses?** \_\_\_\_\_

**Have you ever been convicted of, found guilty of, pled guilty to any felony?** \_\_\_\_\_

**Have you ever had a criminal conviction sealed or expunged?** \_\_\_\_\_

**Have you ever had a teaching certificate lifted, suspended, or revoked?** \_\_\_\_\_

### Personal Views

**Answer the following questions and prompts on a separate sheet of paper.**

- 1. Express why you wish to teach at Heritage Classical Academy.**
- 2. Describe your understanding of the Bible, man's basic nature, and the basis of salvation.**
- 3. What is your philosophy of Christian education?**

## Spiritual

Answer the following questions and prompts on a separate sheet of paper.

1. Provide a brief testimony of your Christian experience.
2. Describe what it means to be a Christian.
3. Where do you go to church and how involved are you?
4. Who has had the greatest impact on your spiritual life? Explain.

## References

Include the names of three references. By including their names and contact information, you signify that you understand HCA may contact your references.

The first reference should be a pastor. At least one of the other two should be a professional reference.

### Pastoral Reference:

Name: \_\_\_\_\_ Church: \_\_\_\_\_

Phone number: \_\_\_\_\_ Email Address: \_\_\_\_\_

Church Address: \_\_\_\_\_

### Reference #2:

Name: \_\_\_\_\_ Organization: \_\_\_\_\_

Title: \_\_\_\_\_ Phone number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Address: \_\_\_\_\_

### Reference #3:

Name: \_\_\_\_\_ Organization: \_\_\_\_\_

Title: \_\_\_\_\_ Phone number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Address: \_\_\_\_\_

**I agree to the following and attest to it by my signature below:**

**I attest that all the information provided by me regarding my application is accurate.**

**I understand that I must obtain a background check as directed by Heritage Classical Academy as part of the hiring process.**

**In the event of an unresolved dispute concerning his/her employment, applicant acknowledges and agrees to waive any right to sue in the court of law and will resolve the matter through a mutually acceptable Christian dispute resolution process. The parties agree that any legal claim or dispute arising out of, or related to, this agreement or to any aspect of the employment relationship, including claims under federal, state, and local statutory or common law, the law of contract, and law of tort shall be fully and finally resolved by biblically based mediation.**

**Subject to the Constitution of the United States and all applicable state and federal laws, Heritage Classical Academy does not discriminate in its employment practices. It is our intention that all qualified applicants are given equal opportunity and that selection decisions be based on job-related factors.**

**Nothing herein precludes the administration of Heritage Classical Academy from maintaining and operating its school in accordance with its Statement of Faith.**

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

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

## STATEMENT OF FAITH

The following statements are the basic elements of Christianity that will be taught and which the policies and practices of Heritage Classical Academy shall reflect at all grade levels.

### **The Bible**

Our chief aim in life and death is to glorify God and to enjoy Him forever. God teaches us how to do this in His written Word, that is, the Bible. He does reveal Himself in His creation, through His providence, and by means of the human conscience (Ps 19:1-6; Rom 1:19-20; 2:14-15), but this revelation is insufficient to give that knowledge of God and His will that is necessary for salvation. It leaves mankind inexcusable for not loving, serving, and worshipping God. Only the Holy Scriptures, which God has given by the infallible inspiration of the Holy Spirit, teach what we are to believe about God and what duty He requires of us. This is the only rule for faith and practice (2Tim 3:16-17; 1Ths 2:13).

### **God**

God is a Spirit, infinite, eternal, and unchangeable in all that He is. He is one God in three persons – the Father, the Son, and the Holy Spirit – our Creator, Lawgiver, Judge, Redeemer, and Sanctifier. He is all knowing, all-powerful, and everywhere present, as well as holy, loving, merciful, gracious, and abounding in goodness and truth.

### **Creation**

God created all things in heaven and on earth, visible and invisible (Gen 1:1; Col 1:16), and He preserves and governs every creature and every action (Ps 135:6; Mt 10:29-30; Col 1:17), so that all things serve for His own glory and the good of His people (Rom 8:28; 11:36).

### **Man**

God created man, male and female, after His own image (Gen 1:27) in knowledge, righteousness, and holiness (Col 3:10; Eph 4:24), and entered into a covenant of works with man (Gen 2:16-17; Hos 6:7), promising life upon the fulfilling and threatening death upon the breach of this covenant.

### **Sexuality**

God wonderfully and immutably creates each person as male or female. These two distinct, complementary sexes 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.

### **Marriage**

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). Marriage between one man and one woman, for life, uniquely reflects Christ's relationship with His Church (Eph 5:21-33). 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). God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

Any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, or use of pornography) is sinful and offensive to God (Mt 15:18-20; 1 Cor 6:9-10).

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).

Every person must be afforded compassion, love, kindness, respect, and dignity (Mk 12:28-31; Lk 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 Heritage Classical Academy.

### **Sanctity of Human Life**

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).

### **The Fall**

The Covenant of Works was made with Adam as the covenant head of the human race, so that when he broke the covenant and fell into sin, all his descendants fell into sin with him (Rom 5:12). Thus, all human beings are conceived in sin and brought forth in iniquity (Ps 51:5), so that by nature we are children of wrath (Eph 2:3), under the just condemnation of God, totally depraved in both soul and body, and prone to evil and liable to eternal death in hell. We cannot be delivered from this dreadful state of sin and misery apart from the unmerited grace of God (Eph 2:8-9).

### **Grace**

God does not leave all people to perish in their sin and misery, but out of His mere love and mercy delivers His elect by means of the Covenant of Grace (Rom 3:20-22; Heb 8:8-13). It is of grace because God provides the Redeemer, Jesus Christ; accepts the work of the Redeemer on our behalf; and bestows the gift of faith on us that we might believe in and be saved by this Redeemer.

### **Christ**

Jesus Christ is the eternal and only begotten Son of God, God of God, Light of Light, very God of very God, begotten, not made, being of one substance with the Father; by whom all things were made. He was born of a woman, born under the Law (Gal 4:4), that He might redeem all the elect who were chosen from before the foundation of the world (Eph 1:3-14). He rendered perfect obedience to the righteousness of God on behalf of His people, and He bore the penalty due to them in His own body on the cross. He rose from the dead on the third day and ascended into heaven, where He makes continual intercession for us. He has all authority in heaven and on earth, and reigns over all things as Head of His church. He shall come again with glory and in great power to judge the living and the dead in righteousness.

### **Holy Spirit**

The redemption accomplished by the Lord Jesus Christ is effectually applied to all His people by the Holy Spirit, who both regenerates and sanctifies us, working faith in us and uniting us to Christ, so that we are enabled more and more to die unto sin and to live unto righteousness until the day we are received into glory.

### **The Gospel**

God requires that out of the sight and sense of the danger, filthiness, and odiousness of our sins, and upon apprehension of God's mercy in Christ, we grieve for and hate our sins, and turn from them all to God, and receive and rest upon Jesus Christ alone for salvation. Thus being united to Christ, we receive forgiveness of sins and are accepted in God's sight, only for the perfect obedience and full satisfaction of Christ, by God imputed to us, and received by faith alone.

## **Good Works**

**All those who have been regenerated and believe in Christ are required by God to show gratitude for their salvation by performing good works (sincere obedience) according to what God has commanded in His Word. These good works are the fruit and evidence of a true and lively faith, and the ability to render such obedience is not of ourselves, but wholly from the Spirit of Christ, who enables us to walk in those works which God has prepared for us beforehand (Eph 2:10).**

## **The Church**

**God has instituted His Church in the world and has entrusted it with the ministry of the Word and sacraments (Baptism and the Lord's Supper) in order that through these means, the riches of His grace in the gospel may be made known to the world, and by the blessing of Christ and the working of His Spirit in those who by faith receive them, the benefits of His redemption may be communicated to His people. It is mandatory that all Christians join themselves to the visible body of Christ (Heb 13:17) and participate in these means of grace with diligence, preparation, and prayer so that through them they may be instructed and strengthened in faith, and equipped to live in holiness and love (Prv 2:1-5; 8:33-36).**

## **The Future**

**At the last day, when Jesus Christ comes again in power and glory to judge the world in righteousness, there will be a general resurrection of the dead, both of believers and unbelievers, and the selfsame bodies of the dead will be raised up by the power of Christ (Acts 24:15). Immediately following this resurrection will be the general and final judgment of angels and men, when the wicked will be cast into hell and be punished with unspeakable torments in both soul and body forever, and the righteous will be received into heaven, be forever freed from all sin and misery, and be filled with inconceivable joy in the immediate presence of God the Father, our Lord Jesus Christ, and the Holy Spirit (Jude 1:6-7, 14-15; Mt 25:46).**

## **Final Authority for Matters of Belief and Conduct**

**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 Heritage Classical Academy's faith, doctrine, practice, policy, and discipline, our board of directors is Heritage Classical Academy's final interpretive authority on the Bible's meaning and application.**

**ADHERANCE TO HERITAGE CLASSICAL ACADEMY STATEMENT OF FAITH**

**I have read and affirm the Heritage Classical Academy Statement of Faith. I will agree to abide-by, and teach in accordance with, the Statement of Faith as a teacher of HCA. I also recognize my role as a spiritual leader to the students and the greater community, and agree to abide-by the Statement of Faith in my personal life striving to live a life “above reproach”.**

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**Signature**

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**Date**

**Completed applications accompanied by resume and signed Adherence to HCA’s Statement of Faith may be emailed to [heidi.butts@heritageclassicalacademy.org](mailto:heidi.butts@heritageclassicalacademy.org) or mailed to:**

**Heritage Classical Academy**

**Heidi Butts**

**7100 Pettibone Rd.**

**Chagrin Falls, OH 44023**



**HERITAGE  
CLASSICAL ACADEMY**