

ARTICLES OF EMPLOYMENT IMMANUEL CHRISTIAN SCHOOL

1. Employees affirm that, as part of the qualifications for employment, they are born again Christians who know the Lord Jesus Christ as Savior and Lord. (John 3:3, I Peter 1:23)
2. Employees agree that they are active participants or will unite with the membership in a local theologically conservative church and fulfill the expectation of local church involvement.
3. Employees agree to submit to the authority of the school board and administration and to comply with policies and practices set forth in school handbooks and policy manuals.
4. Employees agree to obtain such health certificates or medical examinations as shall be required by the school board and administration.
5. Employees agree to provide as needed transcripts, evidence of certification, or such records as may be required by the school administration for their professional files.
6. Employees agree to avoid gossiping with or about fellow workers, students, and parents and will attempt to implement the procedures outlined in Matthew 18:15-17 whenever the occasion or human relationship problems demand.
7. Employees agree that in accordance with I Corinthians 6:1-8 they will not take a complaint against Immanuel Bible Church or its ministries including Immanuel Christian School to a court of law. Rather, disputes or disagreements will be settled before a council of believers from Immanuel Bible Church and Immanuel Christian School.
8. Employees will be sensitive to controversial issues and will avoid careless speech or actions that may unnecessarily offend students, parents, or friends of the school.
9. Employees agree to live a personal life of moral purity that is separated from the world as defined by the Pastoral Staff and board of Elders. Further, employees agree that male and female roles are clearly defined in the Scriptures. Homosexual acts and lifestyles are clearly perversion and reprehensible in the sight of God. Persons so involved cannot be employees of Immanuel Christian School. (I Cor. 3:16, 17; I Cor. 6:19, 20; I Cor. 11:3; Romans 1:24-32)
10. The duties of teachers will involve not only responsibilities normally a part of teaching, but also responsibilities which are part of that spiritual ministry to which Christian teachers are called - the training of students in Christian faith and practice. It is the expectation of the school board that I.C.S. teachers will continuously endeavor to understand, appreciate, and love the pupils which parents have entrusted to them for instruction. Teachers agree to the best of their ability, to provide for the students' fullest spiritual, intellectual, emotional, and physical development.

11. The contract between employees and Immanuel Christian School can be voided at the school's discretion when the employee violates any of the terms in the contract or its appendices.

12. Employees commit to completing the terms of their contract and acknowledge that premature departure works a considerable hardship on the school in attempting to find a suitable replacement after the beginning of the school year. However, in the exercise of the sole discretion of the school board, the school will release individuals on the basis of demonstrated personal hardship. Should employees desire to be released from their contract, they should present a request to the school administrator.

13. As an applicant for a position at Immanuel Christian School, I recognize, understand, and adhere to the moral and ethical standards and mandates of that school. I further declare that with regard to my personal moral and ethical character and conduct as of this date, I am not, nor have been in the past, engaged in inappropriate conduct toward minors, nor do I have inclinations toward such conduct. Inappropriate conduct includes the following: homosexuality, verbal, physical or sexual abuse as defined by Scripture and state law. I do declare that the above statement is factual and true.