

# Riverside Christian School

721 Keys Road Yakima, WA 98901 965-2602

## Expectations for Classified Employees at Riverside Christian School

It is the practice of Riverside Christian School to hire classified employees “At-Will”. Employment At-Will is not a contract but an offer of employment for an undetermined length of time based on the discernment of the Board, on student enrollment, school need, and/or employee performance. It may be terminated by Riverside Christian School at any time without cause.

Signature implies full understanding and compliance with the position and mission of Riverside Christian School.

We rejoice that God has brought you to us as a “fellow-laborer” in this ministry. This document provides a framework of mutual obligation and responsibility to assure the orderly operation of an exemplary program at Riverside Christian School.

### **CONDITIONS OF EMPLOYMENT**

1. The 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).
2. The employee will manifest by precept and example the highest Christian virtue and personal decorum, serving as a **Christian role model** (I Timothy 4:12) both in and out of school to pupils (Luke 6:40), and as an example to parents and fellow faculty members in judgment, dignity, respect, and Christian living. This includes, but is not limited to, drugs, the use of vulgar and profane language, sexual activity outside the confines of marriage as defined by the Bible, and the excessive or abusive use of tobacco or alcohol, keeping in mind we are to be an example to all and a stumbling block to none (Col. 3:17 KJ, Titus 2:7-8 TLB, I Thess. 2:10 TLB, I Thess. 5:18, 22-23 KJ, and James 3:17-18). At no time shall the employee use alcohol or tobacco in the presence of students.
3. The employee will faithfully attend a local church whose fundamental beliefs are in agreement with the Statement of Faith of this school (Hebrews 10:25).
4. The employee accepts without verbal or mental reservations the Statement of Faith of this school and is committed to upholding them.

## STATEMENT OF FAITH

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- **Scriptures:** We believe in the Scriptures of the Old and New Testaments as verbally inspired by God, inerrant in the original writings and that they alone are the infallible Word of God. They alone are of supreme and final authority in faith and life.
- **God:** We believe there is one, and only one, living and true God and that He eternally exists in three equal persons: Father, Son and Holy Spirit.
- **Jesus Christ:** We believe that Jesus Christ is both true God and true man. We believe that as God, Jesus Christ exists from eternity to eternity as the Son of God. We believe that as man, Jesus Christ was begotten by the Holy Spirit and born of the virgin Mary. We believe that the Lord Jesus Christ died for our sins according to the Scriptures as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the grounds of His shed blood. We believe in the resurrection of the crucified body of our Lord, in His ascension to heaven, in His present life there for us as High Priest and Advocate. We believe in “that blessed hope,” the personal imminent return of our Lord and Savior, Jesus Christ.
- **Holy Spirit:** We believe the Holy Spirit eternally exists as the third person of the Triune Godhead. We believe that the Holy Spirit convicts men of the need for Christ and regenerates them, giving every believer a new spiritual life. We believe the Holy Spirit seals, empowers, guides, teaches and sanctifies every believer. We believe the Holy Spirit sovereignly bestows gifts upon believers and produces spiritual fruit in each Christian as evidence of a Spirit-filled life.
- **Man:** We believe that man was created in the image of God; that he voluntarily sinned and thereby incurred not only physical death, but also spiritual death, which is separation from God; that all human beings are born with a sinful nature and are totally incapable, through any personal act or combination of actions of righteousness, to earn approval from God, which will solve the separation problem.
- **Salvation:** We believe that salvation is available to all who will receive it and is wholly of grace through the work of the Lord Jesus Christ alone. All who receive this gift are born again of the Holy Spirit and thereby become children of God. Faith in the Lord Jesus Christ is the only condition of salvation. We believe that all who are born again are kept by God the Father for Jesus Christ.
- **Resurrection:** We believe in the bodily resurrection of the just and unjust, the everlasting blessedness of the saved and the everlasting conscious punishment of the lost.
- **Church:** We believe in the great commission, which our Lord has given to His church to evangelize the world, and that the church is made up of all who truly believe on the Lord Jesus Christ. The local church is a congregation of believers who have associated for worship and fellowship.
- **Creation:** We accept the *literal* Genesis account of creation and believe that man came by direct creation of God and not by evolution.
- **Satan:** We believe in the personality of Satan, that he is the unholy god of this age, the author of all the powers of darkness and is destined to the judgment of an eternal justice in the lake of fire.

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**Signature indicating full agreement with the above Statement of Faith**

5. Upon request, the employee agrees to submit to a physical examination by a licensed physician and furnish the school with a copy of a physician's report.
6. The employee will maintain an appropriate professional appearance and demeanor.
7. The employee acknowledges that he/she is fully aware of his/her obligations under state law regarding child abuse reporting requirements and that he/she will fulfill those obligations.
8. **Fringe Benefits** - It is understood that the school is not liable to reimburse any employee for any benefit not used in the fringe benefit package. Employees may not choose to receive cash in lieu of any benefit. (Refer to benefits package attached.)
9. Cause for termination of At-Will Agreement includes, but is not limited to, any conduct tending to reflect discredit upon the school or upon the employee, particularly as a **Christian role model** for the students.

I have read and understand the duties, responsibilities and expectations of this "Employment At-Will" statement.

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Applicant Signature

Date

