



## Background to Ministry: **Teacher**

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and **TEACHING** them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." **Matthew 28:18-20**

I have no greater joy than to hear that my children are walking in the truth. **3 John 1:4**

## **Welcome!**

We greatly appreciate your interest in ministry opportunities at Lake Pointe Academy. Thank you for the honor and encouragement.

Our faculty and staff represent LPA's most valuable asset. With the Holy Spirit working through them, they are the hands and feet of the school's program. In a true sense, under the Lord's banner of truth, they *are* the school! What is more, the Lord has sent every one of the staff members to us. You should hear some of the stories teachers tell of how they came to partner with LPA! We look forward to hearing your story, too!

Attached please find pages representing two documents:

- Pertinent background information on staff positions
- Faculty / staff application

We hope the information answers many of your questions and confirms in your mind and heart whether the Lord Jesus might be calling you to partner in ministry at Lake Pointe. That is our prayer for you. Please contact us with any additional questions.

Gratefully,

Louis Lemmon  
School pastor / principal

Helen Ennis  
Administrative assistant



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I have no greater joy than to hear that my children are walking in the truth.  
**3 John 1:4**

### **Are you passionate?**

There is something so inspiring, so contagious, and so unstoppable about passionate people. Passion is so essential that people asked to describe their most memorable, life-impacting teachers almost always list passion as the top contributing quality.

### **Lake Pointe Academy is looking for staff members who are passionate about...**

- **The Lord Jesus Christ**  
Loving, honoring, and serving the Lord, desiring to grow spiritually by obeying His Spirit
- **Young people**  
Loving them, enjoying them, and investing in them to train for their future Kingdom role
- **The academic subject(s)**  
Enjoying the subject(s), learning, and kindling the flames of learning and wonder in others
- **Teaching for understanding**  
Being creative, flexible, and persistent to help all students grasp new concepts
- **Families and the value of parenting**  
Encouraging and equipping parents for an active mentoring role in their children's education

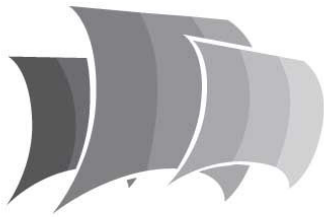
*Never be lacking in zeal, but keep your spiritual fervor, serving the Lord.*

**Romans 12:11**

### **Proper environment can fan passion's flames**

Here are some of the blessings current instructors say they value about teaching within LPA's ministry:

- Benefits**
- Opportunity to freely incorporate biblical truth into all subjects' lessons
  - Chance to partner with parents to disciple the next generation
  - Strong parent support in student education, discipline, and motivation
  - Encouragement by other believers on faculty and staff in a positive atmosphere
  - Reduction of wasted time spent with classroom disruption issues
  - Ability to choose the type and number of courses to be taught
  - Online communication and grade book system for posting and sharing information



LAKE POINTE  
ACADEMY

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*Not many of you should presume to be teachers, my brothers,  
Because you know that we who teach will be judged more strictly.*  
James 3:1

*But if anyone causes one of these little ones who believe in me to sin,  
it would be better for him to have a large millstone hung around his neck  
and to be drowned in the depths of the sea.*  
Matt. 18:6

## Are you called to teach?

### Scripture cautions

Scripture can be quite blunt when discussing the eternal significance of proper teaching and ministry to children. The charge is sobering and the challenge is humbling. Just as none should enter the institution of marriage without careful consideration, the prospect of working with young people – especially with their minds – ought to be approached with appropriate seriousness. Jesus challenged us in His call to follow Him that we should first “count the costs.”

### Scripture compels

Does this mean no one should teach? Nothing could be farther from the truth! Five times in the first chapter of the book bearing his name, Joshua is charged by God to “be strong and very courageous” in carrying out his mission. As Paul confirms, those who are called by Christ *must* teach to be obedient. This is how teachers use their unique spiritual gifting to fulfill their particular role in God’s Kingdom.

*It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and **teachers**, to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.*

**Ephesians 4:11-13**

*Now you are the body of Christ, and each one of you is a part of it. And in the church God has appointed first of all apostles, second prophets, third **teachers**, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues.*

**I Corinthians 12:27-28**

### Scripture contributes

For the seemingly awesome task of preparing the next generation, God’s Word first places responsibility for teaching upon the mother and father. Instructors in the University Model have both strong scriptural basis and the UMS design to provide strong parent partnership and reinforcement.

*Love the LORD your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be upon your hearts. **Impress them on your children.** Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. Tie them as symbols on your hands and bind them on your foreheads. Write them on the doorframes of your houses and on your gates.*

**Deuteronomy 6:5-9**

## Are you looking for a job?

Then you're likely to be disappointed. Of course, instructors are compensated for their time, but not nearly enough as the world values time and money. The opportunity for an LPA teacher is educational ministry and not a job. The difference is both real and profound. While the opportunity to store up treasures in heaven offers some staggering eternal benefits, teaching even one course requires real time, real energy, and real prayer and concern for the students. Serving in student and family ministry is to be on the front lines in the battle for the hearts and minds of the next generation's members of Christ's Body.

As our current instructors can confirm, opportunities at Lake Pointe offer a tremendously rewarding (present) experience. As an educational ministry, LPA provides instructors the chance to directly participate in Jesus' Matthew 28 command to make disciples, *teaching* them to obey Christ's commands.

## Are you looking for a short cut?

The Lake Pointe teacher application packet is lengthy, and while we certainly acknowledge and appreciate the time required to complete the forms, we make no apology for its detail. Few people enjoy filling out forms, but the application serves the following vital purposes:

### Service to the ministry

One of LPA's core values is community. Relationships within any ministry are crucial ingredients, but this is especially true within the unique parent-teacher partnership of the University Model format. The application's information allows the staff to get a glimpse of the potential teacher beyond the formality of the resume. Experience has shown that a more detailed application makes for a more focused and rewarding interview.

### Service to families

Another reason for the application's detail is one of protection. The obvious fact is that, as ministry workers, Lake Pointe instructors have wide and deep access to young people. In the gospel accounts, Jesus warned that His flock would be attacked by wolves dressed in sheep's clothing. Concerns over physical abuse are confirmed in schools and churches almost daily, and all shudder at these. Christ's concern is beyond the physical, however, knowing that threats to faith and psychological well-being are even more damaging. Lake Pointe leaders have pledged to honor the students and parents by carefully screening applicants and by only hiring instructors who best fit the Lake Pointe mission and ministry.

### Service to teachers

Please know that screening attempts certainly do not imply that any applicant not hired is a "wolf in sheep's clothing." As with all hiring, tough choices sometimes have to be made between two or more highly qualified individuals. In addition to seeking the Lord's leading, which as scripture continually confirms can be surprising, LPA leaders use the application detail to identify a close match. The UMS system is unique and calls for unique teachers. Someone who thrives in an environment like LPA might not fit somewhere else, and vice versa.

This final significant benefit of the detail, then, is protection of the prospective instructor. A less specific application may give an interested teacher a misleading idea about the opportunity or about the seriousness with which Lake Pointe undertakes its ministry. By sharing important questions upfront, the valuable time of teachers can be saved. Someone sensing through the initial steps of the hiring process that LPA is not the place God is calling them to serve can be more quickly freed to follow His will for the present.

# Are you curious?

Outlined here are a few general facts and answers to prospective teachers' frequently asked questions:

## The numbers

- For its third year, the 2007-08 academic year, Lake Pointe has had just over 100 students
- About half the student body is in the elementary grades (1-6) and half in the secondary grades
- Expectations are for the student body to grow to 130 students for fall 2008
- Maximum class size is set at 15 for elementary classes and 18 for secondary courses
- Approximate recent background of our student body: 33% = private; 33% = public; 33% = home school

## Schedule

- Elementary classes meet on Tuesday and Thursday (see schedule)
- Secondary classes meet Monday and Wednesday. Core courses (only) also meet Friday.
- Sixteen-week semesters run mid-August to mid-December and mid-January to mid-May (see calendar)

## General workings

- The school selects the curriculum used. Teacher input is welcome.
- Teachers generate a course syllabus for each semester, managing the pace and content with weekly assignment sheets outlining the material and workload for each day in class and at home.
- The general rule of thumb for at-home assignments is an hour off site for every class session hour.

## Responsibilities

- Teachers are responsible for normal instructional duties such as lesson plans, assessment, and grading.
- In addition, instructors are responsible for keeping in close contact with parents, students, and school in important matters related to the course and well-being of the students. This is usually handled through e-mail and hand-outs, although phone and face-to-face meetings are crucial elements at times.

## In-service, meetings, etc.

LPA service doesn't translate easily into the traditional public and private education experience.

- Teachers come and go through the day, so business is often conducted on an individual, as needed basis.
- Communication is served through face-to-face interaction, e-mail, newsletter, and telephone.
- Instead of formal faculty meetings, lunches are held twice per month for business and fellowship.
- Formal training/planning days are held before each semester and training opportunities occur periodically
- Constant direct contact opportunities replace the traditional, scheduled parent-teacher conference days.

## Compensation

While the desire and plan of LPA's leadership is to increase the wages of the instructional staff in the coming year, the current structure for payment of teachers for the 2008-2009 academic year is as follows:

**Elementary teacher:** \$25 per class session taught for each course

Example: Third grade math meets twice weekly for the semester's sixteen weeks  
 $\$25 \times 2 = \$50$  per week or \$800 per semester or \$1,600 per school year

**Secondary teacher:** \$30 per class session taught for each course

Example: (Core course: meets three times per week)  
Seventh grade science meets three times weekly for a sixteen-week semester  
 $\$30 \times 3 = \$90$  per week or \$1,440 per semester or \$2,880 per school year

(Elective course: meets twice per week)  
Ninth grade Worldview meets twice weekly for a sixteen-week semester  
 $\$30 \times 2 = \$60$  per week or \$960 per semester or \$1,920 per school year

## The employment process

Our process for accepting new members to the educational ministry team is the same for all positions, whether the service is full-time or part-time, and whether it is on a paid or volunteer basis.

The process is itemized below, and that detail runs the risk of make hiring seem a burdensome wall to climb. That is certainly not the intent. Depending upon the circumstances and time of year, we try to combine multiple steps or take other means to honor the time of applicants. As with many youth ministries, we've learned to be careful and that time invested in the relationship process upfront generally leads to better chances of mutual service down the road. The purpose for both parties is to look for confirmation of the Lord's will in the process.

### Here is a rough outline of the hiring steps involved:

Prospective teacher or staff member:

- Review current openings at the website (LakePointeAcademy.com,) or apply for future openings
- Read the background information (attached) and items of interest at the web site
- Complete the application and submit it

Lake Pointe Academy:

- Contact the applicant to discuss possibilities and to schedule an interview if appropriate
- Schedule a campus visit if possible for the applicant to see first-hand the environment
- Conduct an interview with board members and/or school pastor/principal
- Schedule a meeting with a pastor from New River Community Church, LPA's oversight church
- Complete a background and reference check
- Schedule follow-up interviews will be scheduled as needed
- Extend an offer to partner in ministry

At each stage of the process, it is our privilege to serve you. Please contact us with any questions.

(803) 631-LAKE (5253) • [mailbox@lakepointeacademy.com](mailto:mailbox@lakepointeacademy.com)

# Application for Ministry: **Teacher**

## Section 1: **Personal**

Mr. Miss  
Ms. Mrs.  
Dr. Rev

_____	_____	_____	_____
Last Name	First Name	Middle/Maiden	

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

Home phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Email(s) \_\_\_\_\_

Birth date (mo.) \_\_\_\_\_ - (day) \_\_\_\_\_ - (year) \_\_\_\_\_ Social Security # \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

**Family experience:** In the University Model format, a teacher is involved in family ministry. For this reason, the following questions are helpful in knowing about your personal family experience.

Marital Status: \_\_\_ Single \_\_\_ Engaged \_\_\_ Married \_\_\_ Widowed \_\_\_ Divorced \_\_\_ Separated \_\_\_ Remarried

If married, is your spouse supportive of your teaching in a Christian school?  yes  no

Spouse's name \_\_\_\_\_ Spouse's Occupation \_\_\_\_\_ Years married \_\_\_\_\_

Ages and gender of any children:

\_\_\_\_\_

Please list any special talents and abilities related to teaching.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Do you have experience with Classical education?  yes  no If yes, please describe.

\_\_\_\_\_

\_\_\_\_\_

What do you believe is the role of the Christian school?

\_\_\_\_\_

\_\_\_\_\_

What do you believe is the parents' role in the educational process of their children?

\_\_\_\_\_

\_\_\_\_\_

<b>Office use only</b>	
Received	_____
Confirmed	_____
Initial Interview	_____
Follow-up	_____
Pastor interview	_____
Board review	_____
Recommendation:	_____

## Section 2: Personal belief story

If more space is needed to explain any information, please attach a separate sheet

Give a brief account of how you became a Christian.

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How would you explain to someone what it means to be a Christian?

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What authority do the Scriptures have in your life and teaching?

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What is your denominational membership or orientation, if any? \_\_\_\_\_

Are you a member of a local congregation?  yes  no Church name: \_\_\_\_\_

Pastor's name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

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

May we contact your pastor?  Yes  No Contact after (date) \_\_\_\_\_

Are you active in your church?  very  somewhat  a little  no In what capacity? \_\_\_\_\_

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Please share any opportunities you've had to teach God's Word to others: \_\_\_\_\_

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Do you find it easy or difficult to teach others about God's Word? \_\_\_\_\_

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Have you ever led a child or youth to Christ?

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## Section 3: Credentials

If more space is needed to explain any information, please attach a separate sheet

### EDUCATION

COLLEGE OR UNIVERSITY	City, State	Degree	Major(s) / minor(s)	Dates Attended	Overall GPA

Copies of all College/ University transcripts, both undergraduate and graduate, are required for verification before any hiring is effective.

### CERTIFICATION

LPA does not require teacher certification, recognizing that what Scripture affirms is a spiritual gift from God is not to be exclusively conferred or confined by the institutions of man. Nevertheless, formal training and development of that gifting is encouraged.

Certified Subject Area	Specify State and Cert.	Class	Expiration Date

## Section 4: Desired position / subjects

If more space is needed to explain any information, please attach a separate sheet

Please indicate all courses matching your interest and qualification.

A helpful method is to use a checkmark to show interest and a "blacked in" box to indicate strongest interest.

#### Language Arts & History

##### LANGUAGE ARTS

- Elementary  
Grades: 3 4 5 6
- Literature/composition
- Early modern (7)
- Modern (8)
- World: Ancient & Medieval (9)
- World: Modern literature (10)
- American (11)
- British literature (12)

##### HISTORY

- Elementary  
Grades: 3 4 5 6
- Literature/composition
- World: Early modern (7)
- World: Modern (8)
- World: Ancient & Medieval (9)
- World: Modern (10)
- American (11)
- U.S. Government
- Economics (sp. sem., Gov't)

#### Math and Science

##### MATH

- Elementary  
Grades: 3 4 5 6
- General math (7)
- Pre-algebra (8)
- Algebra I (9)
- Geometry (10)
- Algebra II (11)
- Trigonometry / pre-calc. (12)
- Calculus (advanced track)

##### SCIENCE

- Elementary  
Grades: 3 4 5 6
- General Science (7)
- Physical Science (8)
- Biology (9)
- Chemistry (10)
- Physics (11)
- Advanced science (12)

#### Electives

##### MINISTRY TRAINING

- Bible survey \_\_El. \_\_Sec.
- Bible (book study) \_\_Sec.
- Geo., culture, religions (Sec.)
- Christian Worldview (Sec.)
- Public Speaking
- Rhetoric

##### FORMAL LOGIC

- Introductory Logic
- Intermediate Logic

##### FOREIGN LANGUAGE

- Latin \_\_El. \_\_Sec.
- Spanish \_\_El. \_\_Sec.

##### TECHNOLOGY

- Computer Applications  
\_\_El. \_\_Sec.
- Web design
- Computer media/design

#### Electives (con't) & Primary

##### MUSIC & ARTS

- Music
- Theatre
- Art

##### PHYSICAL EDUCATION

- Physical Education
- Health
- Dance
- Team Sports (list)

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##### PRIMARY GRADES

- Grade 1
- Grade 2
- Kindergarten  
LPA does not currently offer kindergarten classes or training, but is considering implementing the idea as early as Fall '08.
- Pre-school child care  
For teachers' children

## Section 5: Personal background

If more space is needed to explain any information, please attach a separate sheet

If you answer “yes” to any of the following questions, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to employment. Factors such as age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, and subsequent rehabilitation will all be considered.

1. Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer?  yes  no
2. Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer’s sexual misconduct or harassment policy?  yes  no
3. Have you ever been charged in *civil* or *criminal* proceedings with improprieties regarding children?  yes  no
4. Have you ever entered a plea of guilty, a plea of “no contest” (*nolo contendere*), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime other than a minor traffic offense?  yes  no
5. Have you ever been suspended, discharged, or resigned in lieu of discharge from any position?  yes  no

### ABILITY TO PERFORM ESSENTIAL JOB FUNCTIONS

Is there any reason why you might be unable to perform the essential duties and responsibilities of the position for which you are applying?  yes  no If yes, please explain. \_\_\_\_\_

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If you answered “yes” to the above question, is there anything that the school can do to reasonably accommodate your needs so that you would be qualified to perform the duties and responsibilities of this position?

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Do you have any personal responsibilities or other commitments that may make it difficult for you to meet this position’s requirements for on-time arrival, attendance, or work schedules?  yes  no

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Lake Pointe Academy will enroll children from various denominations. How would you handle a child’s question if you knew that it was theologically controversial and the family’s church held a different viewpoint than your own?

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Our school welcomes employees, volunteers, and students of different nationalities, races, and denominations. Please explain how you have demonstrated an ability to work with others who may be different from you or who have beliefs different from yours? Please describe any difficulties that you may have encountered.

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## Section 6: Personal convictions

If more space is needed to explain any information, please attach a separate sheet

We live in a pluralistic society with many conflicting beliefs and values. As a teacher, you may be asked specific questions about controversial issues by students. Answers will come from personal convictions. We need to know the views of those who would be *Christian role models* for children. Please briefly share your personal convictions as a Christian toward:

Wine, beer, and other alcoholic beverages

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Smoking and chewing tobacco

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Marijuana and other non-prescription drugs

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Entertainment (music/dancing)

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Premarital sex

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Divorce and remarriage

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Abortion

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Homosexuality

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Sexual activity outside Christian marriage

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Personal debt

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Gossip

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Lying/cheating

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Do you have a personal testimony regarding any of the above items that you would like to share?

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## Section 7: Employment history

If more space is needed to explain any information, please attach a separate sheet

Employer _____	Business phone _____	Business Email _____
Employer's Address _____		
Position _____	Dates _____ (Starting) (Ending)	
Summary of Experience:		
Specific Reason for Leaving: _____ Ending Salary: _____		
May we contact? <input type="checkbox"/> Yes <input type="checkbox"/> No (If not, please explain.)		

Employer _____	Business phone _____	Business Email _____
Employer's Address _____		
Position _____	Dates _____ (Starting) (Ending)	
Summary of Experience:		
Specific Reason for Leaving: _____ Ending Salary: _____		
May we contact? <input type="checkbox"/> Yes <input type="checkbox"/> No (If not, please explain.)		

Employer _____	Business phone _____	Business Email _____
Employer's Address _____		
Position _____	Dates _____ (Starting) (Ending)	
Summary of Experience:		
Specific Reason for Leaving: _____ Ending Salary: _____		
May we contact? <input type="checkbox"/> Yes <input type="checkbox"/> No (If not, please explain.)		

If you were known by a different name when you worked at one or more of the above places of employment, please provide the name(s) you were known as and specify which employer(s): \_\_\_\_\_

Are you a U.S. citizen?  yes  no If no, can you provide documentation for legal U.S. employment?  yes  no

Served in the military?  yes  no Branch: \_\_\_\_\_ Rank: \_\_\_\_\_ Dates: \_\_\_\_\_ to \_\_\_\_\_

## Section 8: References

If more space is needed to explain any information, please attach a separate sheet

Please give four references with phone numbers and email addresses. If no email address is available, please list a mailing address. Include at least two professional references and one non-family reference who can comment on your Christian faith.

Name _____	Relationship to Applicant _____	
Phone _____	Email _____	Years Known _____

Name _____	Relationship to Applicant _____	
Phone _____	Email _____	Years Known _____

Name _____	Relationship to Applicant _____	
Phone _____	Email _____	Years Known _____

Name _____	Relationship to Applicant _____	
Phone _____	Email _____	Years Known _____

## Section 9: Other experience / interests

If more space is needed to explain any information, please attach a separate sheet

Please list your most significant travel experiences.

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Please share some of the books you have read in the past twelve months.

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Which has had the most impact on your personal/professional life – and why?

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What are your hobbies and favorite forms of recreation?

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## Section 10: Staff agreement

If more space is needed to explain any information, please attach a separate sheet

**Mission** Equip students for life and learning so they can engage and affect the world for Jesus Christ.

### Statement of Faith

**About the Scriptures:** We believe the entire Bible is the inspired Word of God and that men were moved by the Spirit of God to write the very words of Scripture. Therefore, we believe the Bible is without error.

**About God:** We believe in one God who exists in the three distinct persons: Father, Son and Holy Spirit. We believe that Jesus Christ is the second member of the Trinity (the Son of God) who became flesh to reveal God to man and to become the Savior of the lost world.

**About Salvation:** We believe that the blood of Jesus Christ, shed on the cross, provides the sole basis for the forgiveness of sin. Therefore, salvation occurs only when people place their faith in the death and resurrection of Christ as sufficient payment for their sin.

**About the Christian Life:** We believe that every Christian should live for Christ and not for himself. By obedience to the Word of God and daily yielding to the Spirit of God, every believer should mature and be conformed to the image of Christ.

**About the Church:** We believe that the church is the body of Christ, of which Jesus Christ is the head. The members of the church are those who have trusted by faith the finished work of Christ. The purpose of the church is to glorify God by loving Him and by making Him known to the lost world.

These statements are based on fundamental Christian beliefs we strongly support as the primary doctrine for teaching.

**\*\*\* Lake Pointe Academy does not promote or endorse any particular denomination.\*\*\***

It is our desire to maintain this position for the purpose of unity and fairness to each student and family. In the event that doctrinal issues upon which this ministry has no official stance are raised, students will be referred back to the parents and their church. If such doctrines rise during the normal course of study, teachers are instructed to explain the major differences of doctrinal perspective evenly or not at all -- and then to refer students back to family and church for more guidance. We desire to remain united in the salvation and love of Christ, avoiding any dissention which may be caused by denominational distinctives.

Parents, teachers, staff, volunteers, and board members must be in agreement with the LPA mission and statement of faith. By signing below, I agree with everything included in the document, and with the following statement of Christian conciliation:

If I, or any member of my immediate family, reach a point of disagreement on an issue of non-criminal nature with Lake Pointe Academy and/or its legal corporate entity, the undersigned agree with the leaders and staff of Lake Pointe Academy that the Bible commands us to make every effort to live in peace and to resolve disputes with each other in private or within the Christian community. This is in conformity with the Biblical injunctions of First Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18:5-20. Honoring these Scriptures, I agree to submit to a board of conciliation, with members mutually selected by officials of the school and me, rather than to take the dispute to civil court. I agree the procedure to be followed, including costs involved, would be that which has been established by the Christian Legal Society.

I have answered all questions in this application truthfully and completely to the best of my knowledge and ability. I authorize investigation of all statements, references, and personal history contained herein and permit references and employers listed to provide any information concerning my association with them, releasing the parties from all liability. I authorize a background check and any screening that Lake Pointe Academy desires to conduct at its own expense. I understand this is an employment application, and that no employment contract is being offered at this time.

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
PRINT FULL NAME

\_\_\_\_\_  
DATE