



HARVEST
SALT & LIGHT ACADEMY

HARVEST SALT & LIGHT ACADEMY TEACHER APPLICATION PACKET

Gloucester, Virginia

Private Christian Micro- School | Grades K-5

A Christ-centered school committed to academic excellence, biblical truth, and the discipleship of children.

Confidential Employment Packet

SECTION 1: TEACHER APPLICATION – PERSONAL INFORMATION

Full Legal Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Date of Birth: _____

Position Interested In Applying For: _____

Available Start Date: _____

Citizenship: _____

SECTION 2: CHRISTIAN TESTIMONY AND SPIRITUAL LIFE

Describe your salvation experience and relationship with Jesus Christ:

Church Name: _____

Pastor Name & Contact: _____

Church Attendance Frequency: _____

Church Ministry Involvement: _____

SECTION 3: EDUCATION AND CERTIFICATIONS

High School: _____ Year: _____

College/University: _____ Year: _____

Degree(s): _____

Teaching License: _____

Certifications (CPR, First Aid, etc.): _____

SECTION 4: TEACHING AND EMPLOYMENT EXPERIENCE

Employer/School: _____

Past/ Current Position Held: _____

Dates Employed: _____

Reason for Leaving: _____

Supervisor Name & Contact: _____

SECTION 5: BACKGROUND CHECK AUTHORIZATION

Harvest Salt & Light Academy is entrusted with the care of children and requires all staff to submit to full background screening.

Applicant Information

Full Name: _____

Date of Birth: _____

Social Security Number: _____

Current Address: _____

Authorization

I hereby authorize Harvest Salt & Light Academy to obtain criminal history records, child abuse registry checks, and any other background information necessary to determine my fitness to work with children.

I release all agencies, churches, employers, and reporting parties from liability for providing this information

Signature: _____

Date: _____

SECTION 6: STATEMENT OF FAITH AGREEMENT

Employment at our signifies that you as a staff member respect, acknowledge and support our biblical worldview as a condition of employment.

I affirm agreement with the biblical beliefs and mission of Harvest Salt & Light Academy.

Signature: _____

Date: _____

Harvest Salt & Light Academy affirms:

- The Bible is the inspired, infallible Word of God
 - God created male and female
 - Salvation is by grace through Jesus Christ
- Marriage is between one man and one woman
 - Christ is Lord over all life and learning

I affirm that I agree with and will support these beliefs while employed at the school. I understand that employment with Harvest Salt & Light Academy is at-will and that continued employment depends on alignment with the school’s mission, policies, and Christian values.

Signature: _____ Date: _____

SECTION 7: CODE OF CHRISTIAN CONDUCT AGREEMENT

All employees and volunteers are representatives of Christ and the mission of Harvest Salt & Light Academy.

By signing below, I agree to:

- Live a life that reflects biblical character. God loves all but hates sin.
 - Speak and act with integrity, kindness, and respect
 - Maintain professional boundaries with students
 - Avoid immoral, illegal, or unethical behavior
- Support the school’s Christian mission, values, and biblical worldview

I understand violations may result in disciplinary action or dismissal.

Signature: _____ Date: _____

I agree to uphold Christian conduct and moral standards consistent with Scripture.

Signature: _____

Date: _____

SECTION 8: CONFIDENTIALITY AGREEMENT

I agree to keep students, family, and school information confidential.

I understand that as a teacher or staff member I may have access to private student, family, and school information. I agree:

- Not to share confidential information
- Not to post about students or school matters online
- To protect student dignity and privacy

Violation of confidentiality may result in termination

Signature: _____

Date: _____

SECTION 9: PROFESSIONAL AND PASTORAL REFERENCES

Reference Release

I authorize Harvest Salt & Light Academy to contact churches, employers, and references listed in my application to verify my qualifications and character.

Signature: _____ Date: _____

Professional Reference Name: _____

Phone/Email: _____

Pastoral Reference Name: _____

Phone/Email: _____

Personal Reference Name: _____

Phone/Email: _____

Emergency Contact Information

Name: _____

Relationship: _____

Phone: _____

SECTION 10: FINAL EMPLOYMENT ACKNOWLEDGMENT

I certify all information is true and understand employment is at-will.

Applicant Signature: _____

Date: _____