

SJCS Employee Declaration of Moral Integrity

A signed copy of this St. Joseph Christian School Employee Declaration of Moral Integrity Form is required to be on file for all SJCS employees - teachers, staff, substitute teachers, bus drivers, coaches, etc. –Board Policy 3/2008



SJCS Declaration of Integrity for Teachers/Staff Teacher/staff Handbook, Section 4

Spiritual

Have a personal and growing relationship with Jesus Christ

- Possess a Christian testimony that is reflected in his/her daily walk (Bible study, prayer time, Scripture memorization, witnessing, missions work, holding a biblical worldview, etc.)
- Actively participate in and financially support a local evangelical church
- Be able to lead a child/young person to the saving knowledge of Christ
- Be able to perform his/her duties as “unto the Lord”
- Enthusiastic about teaching
- Able to promote firm consistent discipline with love and understanding
- Possess a spiritual gift for teaching
- Possess a love for children/youth
- Be called by God to teach at SJCS

Academic and Personal

Uphold the vision, mission, core values, and philosophy of the school and the Area Ministers for Christ Corporation

- Show loyalty to the school and the stated mission and positions of its parent organization, the Area Ministers for Christ Corporation
- Cultivate a teachable spirit
- Be willing to work under authority
- Work diligently with a positive attitude
- Maintain a good working relationship with all staff (including working cooperatively to improve the learning environment and strengthen collegial relationships)
- Hold and maintain State of Missouri and ACSI certifications
- Refrain from habits that contradict the standards of SJCS
- Abstain from using tobacco, illicit drugs, etc., and/or engaging in other questionable or detrimental behaviors (i.e., sexual misconduct)
- Avoid the misuse of alcohol
 - Drunkenness
 - Drinking and driving
 - Social media/pictures/publication of partying
 - Law enforcement involved
 - Any behavior relating to alcohol not exemplifying the highest Christian virtue and role model
- See self as a Christian role model and a teacher leader
- Conduct oneself in a manner that prevents one from becoming a stumbling block for the lost or spiritually immature
- Possess and maintain excellent professional behaviors
- Purpose to continue to upgrade one’s education (keeping current in education through classes, workshops, visiting classrooms, reading journals, etc.)
- Possess and maintain good physical and mental health



- Be well-mannered
- Demonstrate good communication skills (use accurate and effective speech)
- Dress appropriately and in good taste, keeping in mind cleanliness and neatness, displaying a professional appearance (exemplary dress for women: blouses, skirts, dresses, dress slacks; exemplary dress for men: dress shirts, dress slacks)
- Demonstrate professionalism as commonly defined in the Christian school setting

SJCS Employee Lifestyle Statement

St. Joseph Christian School (SJCS) is a religious, nonprofit Christian school representing Jesus Christ in the northwest Missouri/northeast Kansas area. SJCS requires its employees to be born-again Christians, living their lives as Christian role models (Romans 10:9–10, 1 Timothy 4:12, Luke 6:40). Employees will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority, and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or administration.

SJCS expects employees to maintain a lifestyle based on biblical standards of moral conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of SJCS that each employee will have a lifestyle in which “He might have the preeminence” (Colossians 1:18, KJV). Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role models, includes but is not limited to promiscuity or homosexual behavior—or any violation of the unique roles of male and female (Romans 1:21–27, 1 Corinthians 6:9–20). SJCS believes that biblical marriage is limited to a covenant relationship between a man and a woman.

As followers of Christ, employees of St. Joseph Christian School must commit themselves to refraining from engaging in inappropriate sexual conduct. Inappropriate conduct includes, but is not limited to, such behaviors as the following: heterosexual activity outside of marriage (e.g., premarital sex, cohabitation, and extramarital sex), homosexual or lesbian sexual activity, sexual harassment, use or viewing of pornographic material or websites, or sexual abuse or improprieties toward minors as defined by Scripture and federal or state law.

Employee’s Declaration of Moral Integrity

I, _____, declare that the above statements are factual and true in my life. My signature below indicates that I meet the moral integrity standards and Christian role model lifestyle requirements of St. Joseph Christian School.

Applicant’s signature

Date

Administrator’s signature after discussion with applicant/volunteer Date

“Honor marriage, and guard the sacredness of sexual intimacy between wife and husband. God draws a firm line against casual and illicit sex.” Hebrews 13:4MSG

“A pupil is not superior to his teacher, but every one [when he is] completely trained—readjusted, restored, set to rights, and perfected—will be like his teacher.” Luke 6:40AMP