

EMPLOYMENT AGREEMENT

IN ORDER TO SOLEMNIFY the desire of the undersigned parties to glorify the Lord with their obedience to Him and to promote a clear understanding of the duties and responsibilities of each party, the undersigned parties adopt the following agreement:

I, _____, for and in consideration of being awarded the position of _____, by Arthur Christian School, do hereby accept such position and the duties and responsibilities entailed therein and agree to be bound by the terms of this Agreement:

1. I subscribe without reservation to the Articles of Faith and the Standards of Conduct of Arthur Christian School and agree to abide by these doctrines and standards in all aspects of my life, both at and away from School ministries and functions. I agree to become a member of a church, faithfully attending all public services and taking an active part in the total church program. I agree to be loyal to the pastor and the church programs in word and in deed. I agree to fulfill all duties and responsibilities of membership in the church, including but not limited to, enthusiastically tithing and supporting all endeavors of the church.

a. I agree to manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian Role Model both at and away from Arthur Christian School, and as an example to all in judgment, dignity, respect, and Christian living as defined by the ministry leadership.

b. I understand that the bona fide occupational qualification of being a Christian Role Model includes but is not limited to abstaining from all acts of homosexuality, fornication, adultery, transvestitism and deviant gender identity.

2. I understand and agree that my responsibilities as a church member and School staff member are inseparable and that I will be immediately removed from the ministry staff if I am out of fellowship with the church, as determined in the sole discretion of the ministry leadership. I understand that no rights of tenure or presumptions of continued employment are conferred or implied by this Agreement or by a number of consecutive Agreements. I further agree that no right to notice of renewal or nonrenewal of the Agreement is conferred or implied.

3. I understand and agree that God's command for my role as a member of the staff is for me to perform at the will of the school leadership. Following this command of God, I agree to perform all duties and responsibilities entrusted to me by the school leadership to their complete and full satisfaction; and I understand that all of the terms or conditions of this Agreement are to be interpreted according to the understanding of the school leadership.

4. With the Lord providing the necessary resources, I understand and agree that the ministry will provide the following salary and fringe benefits:

a. I understand that if I am terminated or resign, payment shall be made of that proportionate part of the annual salary, which the number of days of actual duty bears to the number of days covered by my employment term.

b. If I am terminated or resign, I understand that I am **not** entitled to compensation for any unused sick days accumulated herein. I understand that unused personal days and sick days do not carry forward or "bank" from year to year.

5 I understand and agree that Arthur Christian School reserves the right to terminate this Agreement for any reason whatsoever. Notwithstanding anything to the contrary contained herein, this Agreement does not bind either party to any specific period of employment. Either party may terminate this Agreement without cause upon seven (7) days written notice. No representations made or information distributed by any representative of this ministry shall be considered to alter the "at will" status of this position.

6. As I am a Christian and Arthur Christian School is a Christian ministry organization, both parties agree that they would never make demands, threaten to sue, or actually litigate any matter whatsoever relating to or resulting from this Agreement. I understand that making demands, threatening to sue or actually litigating a matter against Arthur Christian School clearly violates Biblical teaching and practice and shall constitute sufficient grounds for immediate termination. I understand that retaining or instructing an attorney to contact the ministry with regard to a potential claim or dispute will be interpreted as a threat to sue. Accordingly, the parties agree to resolve all potential claims, disputes or causes of action through binding arbitration using the procedures outlined in the Staff Handbook.

a. I agree to follow the Biblical pattern of Matthew 18:15-17 and Galatians 6:1 and always give a good report. All differences are to be resolved by utilizing Biblical principles. Appropriate confidentiality will be observed in regard to confidential matters.

b. The parties agree that the methods outlined in this section (§6) shall be the sole remedies for any and all controversies or claims arising out of the employment relationship or this Agreement and expressly waive their right to file a lawsuit against one another in any civil court for such disputes, except to enforce a legally binding arbitration decision.

c. I acknowledge that I have read and understand the Procedures for Arbitration adopted by Arthur Christian School and agree to abide by the procedures outlined therein.

7. The parties agree that there are no other agreements or understandings between them relating to the subject matter of this Agreement. This Agreement supersedes all prior agreements, oral or written, between the parties and is intended as a complete and exclusive statement of the agreement of the parties. Neither this Agreement nor its execution have been induced by any reliance, representations, stipulations, warranties, agreements or understandings of any kind other than those expressed herein. If any provision of this agreement is found to be void or voidable, it shall not affect the validity of any other provision. Both parties shall remain bound by all other provisions.

8. I understand that I will serve where determined best by the school administrator. I will have an assigned room and duties, but due to the size of the school and nature of the A.C.E. curriculum the need to be flexible is of utmost importance. Current workload, skill level and employee interest will be evaluated before any change in duties is considered, at which time expectations will be clearly communicated. Duties consist of but are not limited to those described herein.

Descriptions; _____

9. Paid holidays are New Years Day, Good Friday, Labor Day, Thanksgiving Day, and Christmas Day. Spring break and Christmas break are also paid. Each employee is entitled to 3 personal days, anything beyond that must be with prior approval, and pay will be adjusted accordingly.

10. I have read and agree to abide by the regulations set forth in the Staff Handbook, as well as any additions or changes made by the administration during my employment. I agree to cooperate in every way and adhere to the policies adopted by the administration.

11. I understand that this Agreement shall not take effect until fully executed by both parties. IN WITNESS WHEREOF, the parties have executed this Agreement on the ____ day of _____, 20____.

BY _____
Teacher

ACCEPTED AND APPROVED:

BY _____
Principal

The ministry should attach its Statement of Faith and Standards of Conduct Statement to this Employment Agreement.