



Phone 413.782.8031  
Fax 413.782.8033  
Web [www.pvcama.org](http://www.pvcama.org)

965 Plumtree Road  
Springfield, MA 01119

**A MESSAGE FROM THE HEAD OF SCHOOL  
DR. JOSHUA KEEGAN**

We are grateful for your interest in Pioneer Valley Christian Academy. The school seeks qualified individuals who are interested in pursuing a career in an independent, interdenominational Christian school. Education at Pioneer Valley Christian Academy is founded upon the conviction that God is the author of all truth and creator of all life. We believe that the eternal triune God, God the Father, God the Son, Jesus Christ, and God the Holy Spirit has revealed Himself through the Bible, His infallible and inerrant Word. Based upon God's inerrant and infallible Word, Pioneer Valley Christian Academy seeks to educate, train, and encourage its students to reach their highest spiritual, intellectual, social, cultural, and physical potentials.

We require that every employee be a regenerated believer in Jesus Christ and commit to the calling of God for the Christian education of youth. Regular attendance in an evangelical church is required of every employee. All employee school-age children must attend the Academy.

We invite you to complete this application and return it to our school office. As we review applications, we will be in further communication with those individuals whose qualifications most closely correspond to our expected needs. At that time, we will request transcripts of all undergraduate and graduate work and any other relevant information. Before a position is offered, an interview will be conducted to guarantee the strongest candidate.

We look forward to further contact with you.

Thank you,



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**AUTHORIZATION TO RELEASE REFERENCE INFORMATION**

I have applied for a position with Pioneer Valley Christian Academy. I authorize Pioneer Valley Christian Academy to inquire about my work and personal history and to verify all data given in my application for employment, related papers, and my oral interviews.

I authorize the release of any information requested by Pioneer Valley Christian Academy, such as employment records, performance reviews, and personal references.

I release any person, organization, or company from any and all liability, claims, or damages that may directly or indirectly result from the use, disclosure, or release of any such information by any person or party, whether such information is favorable or unfavorable.

I further waive the right to view, personally, any references given to Pioneer Valley Christian Academy.

I certify that I have carefully read and do understand the above statements.

Name \_\_\_\_\_  
*Applicant's Name – Please Print* \_\_\_\_\_  
*Date*

Signature \_\_\_\_\_  
*Applicant's Signature* \_\_\_\_\_  
*Date*

## REFERENCES

Sign the *Reference Release Form* that is enclosed and return it with this application. Give three references who are qualified to speak of your spiritual experience and Christian service, listing your current pastor first. Please do not list family members or relatives for references.

### Personal

Name (with title) \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Name (with title) \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Name (with title) \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_

### Employer

Give three references who are qualified to speak of your professional training and experience. List your current or most recent principal or supervisor first.

Name (with title) \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Name (with title) \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Name (with title) \_\_\_\_\_ Position \_\_\_\_\_

Address \_\_\_\_\_  
(Street) (City) (State) (Zip)

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_

**PERSONAL INFORMATION**

Full Legal Name: Miss ( ) Mrs. ( ) Mr. ( ) Ms. ( ) \_\_\_\_\_

Application Date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ Date Available \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Present address \_\_\_\_\_

*(Street)*

*(City)*

*(State)*

*(Zip)*

Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email \_\_\_\_\_ Best way to contact you? Home  Work  Cell  Email

Marital Status:

- Single                       Married                       Divorced, not remarried                       Widowed, not remarried
- Engaged                       Separated                       Divorced, remarried                       Widowed, remarried

Please attach explanation if divorced or remarried.

Years married \_\_\_\_\_ Number of children \_\_\_\_\_ Ages \_\_\_\_\_

Spouse's name \_\_\_\_\_ Occupation \_\_\_\_\_

**PERSONAL COMMITMENT**

Do you know Jesus Christ as your personal Savior? \_\_\_\_\_ For how long? \_\_\_\_\_

Do you believe the Bible to be the only inspired and infallible Word of God, our final authority in all matters of faith, conduct, and truth? Yes \_\_\_\_\_ No \_\_\_\_\_

On a separate paper, give a brief synopsis of your Christian testimony and your present relationship with the Lord.

**CHURCH AFFLIATION**

Name of church you currently attend \_\_\_\_\_

Address \_\_\_\_\_

*Street*

*City*

*State*

*Zip*

Phone \_\_\_\_\_ Pastor's Name \_\_\_\_\_

How long have you attended your current church? \_\_\_\_\_

Are you a member? Yes  No  Number of years \_\_\_\_\_

Are you active in your church? In what capacity? \_\_\_\_\_

In what church activities are you involved? \_\_\_\_\_

What other types of Christian service have you been involved in since becoming a Christian? \_\_\_\_\_

**DEVOTIONAL**

Describe your routine personal Bible study and prayer life. \_\_\_\_\_

**PROFESSIONAL QUALIFICATIONS**

What degree or degrees do you hold?

Degree	Issuing Institution	Date Received

RN License # \_\_\_\_\_

RN License Expiration Date \_\_\_\_\_

CPR Certificate \_\_\_\_\_

**OTHER EXPERIENCE**

List other work experiences that may have significance for the type of position for which you are applying.

Place	Type of Work/Experience	Dates

**PERSONAL INTERESTS**

List your hobbies and personal interests. \_\_\_\_\_

\_\_\_\_\_

**HEALTH**

In your opinion, do you have any physical or health limitations that may hinder your fulfilling essential functions of this position or affect your participation in any aspect of the program? If so, please explain.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**BACKGROUND INFORMATION**

Have you ever been dismissed, resigned to avoid being dismissed, or been asked to resign from a position?

Yes  No

If yes, explain \_\_\_\_\_

\_\_\_\_\_

Have you ever been convicted of any offense involving dishonesty, breach of trust, child abuse, moral turpitude, or any other type of crime?  Yes  No

If yes, indicate the nature of the offense, the date, the court, and the disposition.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## **PERSONAL PHILOSOPHY**

On separate paper, please succinctly answer, in one or two paragraphs, each of the questions below.

1. Why do you desire to work in a Christian school?
2. What do you believe to be the main characteristics that distinguish a Christian school from a non-Christian school?
3. What areas do you feel are your strengths? Weaknesses?
4. How would you address controversial health issues with parents and students such as childhood vaccinations, COVID19 related protocols, birth control, etc.

## **CURRENT ISSUES**

Students will present questions about moral issues. On a separate sheet of paper, briefly share your personal response to the following:

1. Alcoholic beverages
2. Tobacco
3. Marijuana and other drugs
4. Premarital sex
5. Divorce and remarriage
6. Abortion
7. Homosexuality
8. Gender Dysphoria

# Pioneer Valley Christian Academy

## Foundational Documents

### VISION STATEMENT

“That PVCA students become faithful servant leaders in every profession, influencing the Pioneer Valley and beyond, to the glory of God.”

### MISSION STATEMENT

“Equipping students to know Truth, pursue academic excellence, and live with integrity.”

### STATEMENT OF FAITH

The PVCA Statement of Faith describes the core beliefs that all board members, faculty, and staff subscribe to. As a non-denominational school representing many churches, PVCA holds to the truths of the Bible and the teachings of Christ, rather than a particular denominational statement of doctrine. We do not discriminate against any denominational members who embrace our Statement of Faith as we work hard to achieve, “the unity of the Spirit in the bond of peace.” The centrality of the gospel of Jesus Christ and the authority of the Word of God are core to what we practice and believe.

- We believe the Bible to be wholly inspired by God, authoritative and without error. (2 Timothy 3:16)
- We believe in the one Triune God, eternally existent in three co-equal persons: Father, Son, and Holy Spirit. (Mark 12:29)
- We believe in the deity of the Lord Jesus Christ, who was born of a virgin, received a human body and a sinless human nature resulting in His sinless human life. (Matthew 1:23; Philippians 2:5-11)
- We believe that God created the heavens and the earth, all of its inhabitants, light and darkness, day and night, and the land and the seas. All of this was created for His glory. (Genesis 1)
- We believe that man was created in the image of God, male and female with equal personal dignity, but that through sin man brought upon himself physical and spiritual death. (Genesis 1:27; Romans 3:10-20).
- We believe that marriage is the union of one man and one woman in an exclusive, life-long, and “one flesh” union as defined by Scripture as a part of God’s purpose in creation. We believe that sexual intimacy is for those who are married and that all expressions of intimacy outside of marriage are sinful and should not be practiced. (1 Corinthians 7:2-5; Hebrews 13:4)
- We believe that salvation is the free gift of God’s grace, apart from works, based solely on Christ’s righteousness and His substitutionary death, received through repentance of sin and faith in Jesus Christ. (Isaiah 53:4-6; Luke 13:3, Romans 3:20-23; Romans 10:9-10; 2 Corinthians 5:21; Ephesians 2:8-9; Titus 3:5; 1 Peter 3:18)
- We believe in the work of the Holy Spirit, by whose power we are sanctified and enabled to live a Godly life (John 14:26; Galatians 5:22-25).
- We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation (John 5:24, 28, 29).
- We believe in the spiritual unity of all believers who confess Christ and trust in him for salvation and sanctification. (John 17:21-23)

## STATEMENT OF FAITH

I acknowledge that I have read, understand, and agree with Pioneer Valley Christian Academy's *Statement of Faith*.

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*Signature*

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*Date*



## **Pioneer Valley Christian Academy Declaration of Moral Integrity**

Our academy expects all of its employees and its volunteers with supervised or unsupervised access to children to model the same Christian values and lifestyle that it seeks to inculcate in its students. As an applicant for a ministry position, as an employee, or as a volunteer at this school, I recognize, understand, and agree to live by the Christian moral standards of the academy.

I declare that during the past year I have not engaged in, at the current time I am not engaging in, and promise that I will not during the term of my employment or volunteering, engage in inappropriate sexual conduct. Inappropriate conduct includes, but is not limited to any form of sexual immorality including co-habitation, adultery, fornication, incest, zoophilia, prostitution, voyeurism, pedophilia, exhibitionism, sodomy, polygamy, polyamory, sologamy, pornography, same-sex sexual acts, sexual harassment, use or viewing of pornographic material or websites, sexual abuse or improprieties toward minors as defined by Scripture and federal or state law, or any other violation of the unique roles of male and female (Genesis 2:18-25; Matthew 15:18-20; I Corinthians 6:9-10, 18; 7:2-5; Hebrews 13:4).

### Scripture References

*Let the marriage bed be held in honor among all, and let the marriage bed be undefiled, for God will judge the sexually immoral and adulterous (Hebrews 13:4 ESV).*

*A disciple is not above his teacher, but everyone when he is fully trained will be like his teacher (Luke 6:40 ESV).*

I declare that the above statement is factual and true. My signature below indicates that I meet the moral integrity standards and Christian role-model lifestyle requirements of this Christian academy.

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

## **Pioneer Valley Christian Academy Lifestyle Statement**

The Pioneer Valley Christian Academy is a religious, nonprofit organization representing Jesus Christ throughout the local community. Pioneer Valley Christian Academy 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 Godly way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity in appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, exhibit love for others, live contentedly under authority, and commit to follow the Matthew 18 principle when an issue arises with fellow employees or management.

The Pioneer Valley Christian Academy Statement of Faith expects employees to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for employees to be Christian role-models, includes, but is not limited to any form of sexual immorality including co-habitation, adultery, fornication, incest, zoophilia, prostitution, voyeurism, pedophilia, exhibitionism, sodomy, polygamy, polyamory, sologamy, pornography, same-sex sexual acts, sexual harassment, use or viewing of pornographic material or websites, sexual abuse or improprieties toward minors as defined by Scripture and federal or state law, or any other violation of the unique roles of male and female (Romans 1:21–27, 1 Corinthians 6:9–20). Pioneer Valley Christian Academy believes that biblical marriage is limited to a covenant relationship between a man and a woman.

The Pioneer Valley Christian Academy employees will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand or, in some cases, dismissal from employment. It is the goal of Pioneer Valley Christian Academy that each employee exhibits a lifestyle in which “He (Christ) may have the preeminence” (Colossians 1:18, NKJV).

I acknowledge that I have read, understand, and will abide by the terms and conditions of the *Lifestyle Statement*.

\_\_\_\_\_  
*Signature*

\_\_\_\_\_  
*Date*

## APPLICANT'S CERTIFICATION AND AGREEMENT

I understand that Pioneer Valley Christian Academy does not discriminate in its employment practices against any person because of sex, race, color, national, or ethnic origin, gender, or handicap. I further understand that any offer of employment is conditioned on the proof of legal authority to work in the United States.

I hereby certify that the facts set forth in this initial application are true and complete to the best of my knowledge. I understand that discovery of falsification of any statement or significant omission of fact during any phase of the hiring process may prevent me from being hired or, if hired, may subject me to immediate dismissal. If I am released under these circumstances, I further understand and agree that I will be paid and receive benefits only through the day of release.

I understand that I must submit and authorize Pioneer Valley Christian Academy to conduct a criminal history/background check. I understand and agree that any offer of employment is conditioned upon the receipt of background information, including criminal background information. The school may refuse employment or terminate conditional employment if the school deems any background information unfavorable, or that it could reflect adversely on the school.

I authorize Pioneer Valley Christian Academy to inquire about my work and personal history and to verify all data given in my application for employment, related papers, and my oral interviews. I authorize the release and giving of any information requested by Pioneer Valley Christian Academy such as employment records, performance reviews, and personal references. I release any person, organization, or company from liability or damage which may result from furnishing the information requested. I further waive the right to view personally any references given to Pioneer Valley Christian Academy.

I further certify that I have read carefully and do understand the above statements.

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*Signature of Applicant*

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*Date*