

BBEEC Teacher Agreement

Name _____ Date _____

The teacher affirms that, as part of the qualifications for this position, he is a "Born Again Christian" who knows the Lord Jesus Christ as his Savior (John 3:3, I Peter 1:23). The teacher gives testimony that he has a sense of God's will, teaching is his/her calling, and that teaching in this child care center is God's direction.

The teacher will manifest by precept and example the highest Christian virtue and personal decorum, serving as a Christian role model (I Timothy 4:12) both in and out of the centers (Luke 6:40), and as an example to parents and fellow staff members in judgment, dignity, respect, and Christian living. This includes, but is not limited to, the refraining from such activities as the use of illicit drugs, the use of vulgar and profane language, and the use of alcohol at BBEEC related events. (Col 3:17 KJ, Titus 2:7-8, I Thess. 2:10, I Thes. 5:18, 22-23 KJ and James 3:17-18). The teacher further agrees that the Bible dictates the standards for sexual behavior. Any promiscuity, homosexuality, co-habitation with another outside of marriage, or any other deviant sexual behavior is forbidden and as such violates the bona fide occupational requirement of being a Christian role model! The unique roles of the male and female are clearly defined in Scripture. Romans 1:24-32 states that God recognizes homosexuals and other deviates as perverted. Deviation from Scriptural standards is grounds for termination. (Romans 12: 1-2; I Corinthians 6: 9-20; Ephesians 4: 1-11, 5: 3-5; I Thessalonians 4: 3-8; 1 Timothy 4: 12; II Timothy 2:19-22; I Peter 1: 15-16, 2: 15-17; I John 3: 1-3).

The teacher will attend a local church whose fundamental beliefs are in agreement with the Statement of Faith of BBEEC. (Hebrews 10:25). Any variance of this policy must have prior approval from the Executive Director.

The teacher accepts without verbal or mental reservations both the Statement of Faith and the Educational Philosophy and Objectives of BBEEC and is committed to upholding them.

The teacher has read the job description and agrees to abide by the requirements listed. The teacher has also read and agrees to abide by the regulations set forth in the Staff and Parent Handbooks, as well as any additions or changes made by the BBEEC Board. She agrees to cooperate in every way with the BBEEC authorities and adhere to the policies adopted by the BBEEC Board.

The teacher will strive at all times to understand, appreciate, love and serve the children entrusted to her for instructions and will to the best of her ability provide for their fullest spiritual, intellectual, physical, and emotional development.

The teacher will maintain a classroom atmosphere that is conducive to learning. This includes maintaining a professional appearance.

The teacher agrees 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 – always presenting a united front. Appropriate confidentiality will be observed in regard to child, parent, and BBEEC matters. (Titus 3:2 and Galatians 5:15)

The parties to this agreement are Christians and believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of I Corinthians 6: 1-8, Matthew 5: 23-24, and Matthew 18: 15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement or to any aspect of the employment relationship, including statutory claims, shall be settled by Biblically based mediation. If resolution of the dispute and reconciliation do not result from mediation, the matter shall then be submitted to a panel of three independent and objective arbitrators for binding arbitration. Each party to the agreement shall have the right to select one arbitrator (unless the parties mutually agree to the use of only one arbitrator). The two arbitrators selected by the parties shall jointly select the neutral, third arbitrator. If there is an impasse in the selection of the third arbitrator, the Institute for Christian Conciliation division of Peacemaker Ministries of Billings, Montana [(406) 256-1583] shall be asked to provide the name of a qualified person who will serve in that capacity. The arbitration shall be conducted in accordance with the "Rules of Procedure for Christian conciliation" contained in the Peacemaker Ministries booklet, Guidelines for Christian Conciliation. The parties agree that these

methods shall be the sole remedy for any controversy or claim 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. Each party, regardless of the outcome of the matter, agrees to bear the cost of his/its own arbitrator and one half of the fees and costs of the neutral arbitrator and any other arbitration expenses. (If the parties mutually agree to use only one arbitrator, each party shall bear the cost of one-half of the fees, costs, and any other arbitration expenses).

The Employee acknowledges that he is fully aware of her obligations under state law regarding child abuse reporting requirements and that he will fulfill those obligations. (The law is stated in the faculty handbook)

Any previous agreements, whether written or oral, are fully merged into this agreement and no other agreement; statement or promise other than those contained in this contract shall be valid or binding on either party. This contract shall be interpreted under the laws of the State of North Carolina.

Fringe Benefits -It is understood that the school is not liable to reimburse any Employee for any benefit not used in the fringe benefit package. Employees may not choose to receive cash in lieu of any benefit.

A. **Sick/personal days.** Full time Employees shall be permitted 2 sick/personal days per year.

Personal days require advance coordination and approval of the Director. A pro-rated payroll deduction will be made for each workday absent over the allotted days.

B. **Federal Holidays/Vacation** include, Martin Luther King, Good Friday, Memorial Day, July 4th, Labor Day, 2 at Thanksgiving, 2 days at Christmas, News Years Day. In addition, the Employee will receive 5 days paid vacation after the first year of employment to be scheduled with the Director.

The Employee must give the Director written notice at least two weeks prior to intended resignation unless a different termination date is mutually agreed upon. If the Employee resigns or is terminated during the period of service covered by this contract, 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 the contract. All fringe benefits would end on the last day of employment. All of the employer's property in the Employee's custody must be returned before she is entitled to final payment of any amounts due upon separation. The Board may terminate this contract at any time for any reason. The reason as used herein includes, but is not limited to, any conduct discrediting BBEEC or seriously impairing the Employee's continued usefulness as a Christian role model for the children.

Building Blocks Early Education Centers has been classified as a 501 (c) (3) non-profit related organization.

MISSION

The primary mission of Building Blocks Early Education Centers is to provide a loving and nurturing Christian environment that enhances the development of the "whole" child. Our development center is a home away from home for every participating child. Our educational programs will enable each child to develop a positive Christian attitude toward learning and developing responsibility, self-discipline and self-esteem.

1. Children who feel loved by their caretakers and peers.
2. Children who have a high self-esteem
3. Children who know that Jesus loves them and died for them.
4. Children who are developing in their recognition of the world around them.
5. Children who are eager to learn.
6. Children who are happy and well-adjusted.
7. Children who share their love of Jesus to their friends and communities.
8. Children who are academically prepared to enter kindergarten.

STATEMENT OF FAITH

We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God.

(II Timothy 3:16, II Peter 1:21)

We believe there is one God, eternally existent in three persons – Father, Son, and Holy Spirit.

(Genesis 1:1, Matthew 28:19, John 10:30)

We believe in the Deity of Christ (John 10:33), His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35), His sinless life (Hebrews 4:15, Hebrews 7:26), His miracles (John 2:11), His vicarious and atoning death (I Corinthians 15:3, Ephesians 1:7, Hebrews 2:9), His resurrection (John 11:25, I Corinthians 15:4), His ascension to the right hand of the father (Mark 16:19), His personal return in power and glory (Acts 1:11, Revelation 19:11).

We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature; and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone we are saved. (John 3:16-19, John 5:24, Romans 3:23, Romans 5:8-9, Ephesians 2:8-10, Titus 3:5)

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 5:28-29)

We believe in the spiritual unity of the believers in our Lord Jesus Christ. (Romans 8:9, I Corinthians 12: 12-13, Galatians 3: 26-28)

We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life. (Romans 8:13-14, I Corinthians 3:16, I Corinthians 6: 19-20, Ephesians 4:30, Ephesians 5:18)

BBEEC COVENANT

According to the Bible, parents are responsible for the training of their children (Deut. 6:1-7; Prov.22:6; Eph. 6:1-4. BBEEC serves as a partner with parents in providing an excellent education consistent with biblical truth. Harmony between home and BBEEC provides the best environment for godly training to take place. We seek to nurture development of the following essential character traits in the lives of our children.

INTEGRITY - † Maintaining a lifestyle that is above reproach. A Christian should be honest, moral and trustworthy in all dealings (Titus 1:8; Job 27:5; Prov. 11:3, 20:11; 1 Kings 9:4; Ps. 15).

RESPECT - † An attitude that highly esteems those in properly placed authority. Parents, teachers, employers, governmental authority and church leaders have been placed in our lives by God. God gave us a biblical command to honor them for our own good (Rom. 13:1-7; Heb. 13:7; 1 Peter 2:13-21; 1 Thess. 5:12-13).

OBEDIENCE - † The outworking of the attitude of respect. We are to obey God and all those He has placed over us in our lives. When we obey, we show our love and respect for God and the authorities He has ordained. Our lives then will be long and fruitful as He has promised (John 14:21; Eph. 6:1-4; Rom. 13:1-7; Prov. 6:23).

SELF-DISCIPLINE - † The ability to control one's thoughts and actions. The goal is to have a life under control-self-disciplined by the Spirit of God (Gal. 5:22-26; Job 5:17; Prov. 16:32, 25:28; 1 Tim. 4: 7-8).

GODLY LIVING - † A lifestyle that exhibits the fruit of the Spirit and flees from the acts of our sinful nature. Our standards are found in God's Word and our desire must be one with God and His holiness (Gal. 5:16-26; 2 Tim. 2:22; 1 Peter 1:13-16, 2:9-10; 1 Cor. 6:12-20; Prov. 23:29-35; Phil 4:8; Rom. 8:6-8).

WISDOM - † Understanding what is true from God's perspective, and doing what is right. Wisdom comes from God and our respect for Him. It is developed in our lives by our proper response to correction. If we do not respond to correction with a teachable spirit, the Bible calls us fools and unable to attain wisdom (Prov. 1:7, 20-33; Prov. 2:1-22; Prov. 4:7).

RESPONSIBILITY - † Being dependable and accountable in all relationships and tasks. We are accountable to each other to love, encourage, confront, comfort and forgive. Furthermore, initiative, intellectual integrity and excellence should be the marks of all tasks we attempt (1 Cor. 13; Matt. 18:15-17; Gal. 6:1-5; Eph. 5:29-32; Eccl. 9:10).

THANKFULNESS - † Developing an attitude of gratefulness. We are to be thankful for everything God brings into our lives. Knowing that God's dealings in our lives are intended for our "good" will help create an attitude of gratefulness for the things others do for us (Phil. 4:6,7; 1 Thess. 5:18; Col. 2:7; Eph. 5:20).

SERVICE - † A spirit of humility in focusing on the needs of others. Christ is our example in living a life that is not self-centered but rather seeking ways to serve not rule (Eph. 5:21; Phil. 2:3-11; James 4:6,10).

ETERNAL VALUES - † A focus that is upward. The key is to live each day with the realization that only what is done for eternity counts (James 4:14; Matt. 6:33; Matt. 6:19-21).

Hourly Wage _____

Signed: _____ Date: _____

Witness: _____