



RAINBOW ACADEMY CHILD CARE CENTERS

Employment Application Form

(Please print or type)

Please fill out this application to the best of your ability. We are an equal opportunity employer. We do not discriminate on the basis of race, religion, color, sex, age, national origin, disability, veteran status, or any other status or condition protected by applicable federal or state laws.

Name _____
(Is any additional information relative to change of name, nickname necessary to enable a check on your work record? If so, please explain: _____
Address: _____ Phone No. _____
City: _____ State: _____ Zip: _____
Email Address: _____
Position Applied for: Teacher Teacher Assistant

Employment History:

Please begin with your current or last job. Include military service assignments. If you include volunteer activities, please exclude organizations that might indicate race, color, religion, national origin, disability or other protected status.

(1.) Employer: _____
Address: _____ Phone No. _____
Job Title: _____ Supervisor: _____
Duties / Responsibilities: _____
From ___ / ___ / ___ To ___ / ___ / ___ Salary: \$ _____ (starting) \$ _____ (ending)
Reason for leaving: _____

(2.) Employer: _____
Address: _____ Phone No. _____
Job Title: _____ Supervisor: _____
Duties / Responsibilities: _____
From ___ / ___ / ___ To ___ / ___ / ___ Salary: \$ _____ (starting) \$ _____ (ending)
Reason for leaving: _____

Education: Years completed: 6 7 8 9 10 11 12 13 14 16 18 20 20+
Please include: school name, location, diploma or degree received and what your studies were.

Elementary: _____
High school: _____
Trade school: _____
College: _____
Graduate school: _____

Specialized training (apprenticeship programs, or any special job-related skills): _____

Foreign languages (indicate if you speak, read and write any languages other than English and skill level (fluent, good or fair)). _____

Professional, Trade, Business, or Civic Organizations/Offices (exclude anything that might indicate race, color, religion, national origin, disability, or other protected status): _____

Military History (Job-related training): _____
Current status: _____

Personal:

1. If under 18 years of age, can you provide proof of eligibility to work? Yes No NA
2. May we contact your present employer? Yes No
3. Childcare requires you to perform essential job functions, such as the ability to change diapers and lift children (lifting weights up to approximately 35 lb.). Can you perform these and other essential job functions of the job to which you are applying? Yes No
4. Have you ever been convicted of a crime or a disorderly persons offense? Yes No
If yes, please explain. _____
5. If position requires driving, do you have the appropriate license? Yes No NA
6. If applying for a position that requires driving, have you been ticketed for a moving violation in the last three years? Yes No NA if yes, please explain. _____
7. Can you provide proof of identification and proof of eligibility to work in this country (for example: green card, social security card, passport, etc.) Yes No
8. Are you currently in "layoff" status, subject to recall? Yes No
9. When could you start employment with us? _____
10. Are you available: Full time; Part time; Shift work; Substitute (as needed)
11. Are you willing to attend training programs which will enhance your ability to perform your job?
 Yes No
12. If required, are you available to relocate? Yes No

References other than previous employers and relatives:

Name _____ Address _____ Phone _____

Name _____ Address _____ Phone _____

Name _____ Address _____ Phone _____

Applicant's Acknowledgement (Please read before signing.)

I certify that answers given in this application are true and complete to the best of my knowledge. I authorize investigation into all statements I have made on this application as may be necessary for reaching an employment decision.

As a condition of my employment I accept the principle that the welfare of the organization and the children Rainbow Academy cares for depends upon the conduct and honesty of its employees and the trust and confidence of our customers and the public in general. The organization expects honesty, security and confidentiality. I therefore agree to the following:

1. I agree to give no unauthorized information relative to the accounts of the organization or its relation with others, and to discuss no matters of a confidential nature relating to the organization's affairs unless such discussion is in the necessary course of the organization's business and is in accordance with the organization's policies.
2. I also agree to inform the management of the organization, without delay, of any fraud, false entry, substantial error, embezzlement or employee misconduct, which I discover or know to have taken place in any records, property or funds of the organization, and to report any transaction or matter that seems damaging to the organization.
3. In the event I am employed, I understand that any false or misleading information I knowingly provided in my application or interview(s) may result in discharge and/or legal action. I understand also that if employed, I am required to abide by all the rules and regulations of employer and any special agreements reached by the employer and me.
4. I have received, read and if employed will follow Rainbow Academy's policy on the disciplining of children. Yes (Initial & date) _____
5. I have received, read and if employed will follow "Information to Parents Document." Yes (Initial & date) _____

This application shall be considered active for no more than 45 days. After that time, applicants will be required to resubmit a completed application. The applicant understands that neither this document nor any offer of employment from this employer constitutes an employment contract unless the employer and the employee execute a specific document in writing. Any oral or written statements to the contrary are hereby expressly disavowed and should not be relied upon unless the employer and employee execute a specific document in writing.

THIS COMPANY IS AN AT-WILL EMPLOYER AS ALLOWED BY APPLICABLE STATE LAW. THIS MEANS THAT REGARDLESS OF ANY PROVISION IN THIS APPLICATION, IF HIRED, THE COMPANY OR I MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, WITH OR WITHOUT CAUSE OR NOTICE. NOTHING IN THIS APPLICATION OR IN ANY DOCUMENT OR STATEMENT, WRITTEN OR ORAL, SHALL LIMIT THE RIGHT TO TERMINATE EMPLOYMENT AT-WILL. NO OFFICER, EMPLOYEE OR REPRESENTATIVE OF THE COMPANY IS AUTHORIZED TO ENTER INTO AN AGREEMENT---EXPRESS OR IMPLIED---WITH ME OR ANY APPLICANT FOR EMPLOYMENT FOR A SPECIFIED PERIOD OF TIME UNLESS SUCH AN AGREEMENT IS IN A WRITTEN CONTRACT SIGNED BY THE PRESIDENT OF THE COMPANY.

IF HIRED, I AGREE TO CONFORM TO THE RULES AND REGULATIONS OF THE COMPANY, AND I UNDERSTAND THAT THE COMPANY HAS COMPLETE DISCRETION TO MODIFY SUCH RULES AND REGULATIONS AT ANY TIME, EXCEPT THAT IT WILL NOT MODIFY ITS POLICY OF EMPLOYMENT AT-WILL.

Signature of applicant

Date

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For Center Use Only:

Date of Hire: _____	Date of Termination: _____
Date of Physical: _____	Results: _____
Date of Mantoux _____	Results: _____
Chest X-ray (if req'd) _____	Results: _____

RAINBOW ACADEMY

Child Care Centers

Name: _____ Date: _____

1. What do you feel are important goals to set for yourself when working with children?

2. What do you see as your strengths that would help you to promote your ideals for children?

3. What would you encourage in children?

4. What would you discourage in children?

5. What kind of atmosphere would you like to create in a room for children?

6. What would you hope a child would gain from his/her interaction with you?

7. What age group do you prefer to work with? Why?
 - a) What characteristic of this age group do you like the most?

 - b) What characteristic irritates you the most?

8. What is it you wish to bring to this job?

9. What skills or knowledge would you like to develop further?

10. Is there anything else we should consider?