



# Kids R Kids – The Academy at Blakeney

Private Preschool / Kindergarten / Elementary School Enrichment

\_\_\_\_\_  
First Name

\_\_\_\_\_  
Middle Name  
(Please Print)

\_\_\_\_\_  
Last Name

## APPLICATION FOR EMPLOYMENT

### INTRODUCTION

*Kids ‘R’ Kids – The Academy at Blakeney* is a full service, individually owned and operated Learning Academy. We teach the often-underestimated art of Early Childhood Education, while meeting and exceeding the needs and expectations of parents and children. *Kids ‘R’ Kids Learning Academies* is rated as one of the top ten Child Care Centers throughout the United States. If employed, you will be expected to perform at a level that is among the highest in the nation. We want to thank you for considering *Kids ‘R’ Kids – The Academy at Blakeney* for your employment needs.

### EQUAL OPPORTUNITY POLICY

*Kids ‘R’ Kids – The Academy at Blakeney* is an equal opportunity employer. In all our employment practices including hiring, we are firmly committed to equal opportunity without regard to race, religion, color, sex, age, national origin, citizenship, disability or any other basis of discrimination prohibited by applicable local, state or federal law. No question on this application is used for the purpose of limiting or excluding any applicant’s consideration for employment on such grounds.

### APPLICANT’S CERTIFICATION

Pursuant to North Carolina Department of Human Resources Rules and Regulations for Child Care Centers Administration and Staff Requirements, you must certify to the following:

1. I am not suffering from any physical handicap or mental disorder which would interfere with my ability to perform adequately any assigned job duties for which I am applying.
2. I do not have a criminal record.
3. I have never abused, neglected, or deprived a child or adult, or subjected any person to serious injury as a result of intentional or grossly negligent misconduct.
4. I will comply with all state requirements for initial and continued certification.

**Applicant Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

### DRUG POLICY

*Kids ‘R’ Kids – The Academy at Blakeney* does not hire persons who use illegal drugs. All persons hired may be required to take and pass a strict screen for illegal drugs, and may be subject to periodic tests for illegal drugs. By signing below, you certify that you do not use illegal drugs.

**Applicant Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**NOTE: Smoking is NOT PERMITTED anywhere in the school, on the grounds, or in the buses**

## PERSONAL INFORMATION

Last Name		First Name		Middle Name	
Street Address			City	State	Zip
Home Phone #	Cellular/Alternate Phone #		Emergency Contact & Phone Number		
Email Address			County		

- Yes  No Are you or have you been known by another name? If so, list name: \_\_\_\_\_  
 Yes  No Have you ever filed an application at, or been employed here, or at another *Kids 'R' Kids* School?  
 Yes  No Are you currently on layoff status or leave of absence and/or subject to recall with another employer?  
 Yes  No Have you ever been convicted of a crime other than minor traffic violations?

*If you answered YES to any of the above, please provide details:*

- Yes  No Are you 18 years of age or older (21 or older if applying for Principal position)?  
 Yes  No Are you a citizen of the United States?

Please list three personal references that do not include previous employers, ministers or relatives:

Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Occupation: \_\_\_\_\_

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Name: \_\_\_\_\_ Phone: \_\_\_\_\_ Occupation: \_\_\_\_\_

How did you hear about us? \_\_\_\_\_

## EDUCATION

	NAME	CITY, STATE	FROM - TO	DEGREE	MAJOR
High School					
College					
Trade / Vocational					
Other					

Please indicate highest level of education completed:  High School  Associates  Bachelors  Masters  Doctorate

- Yes  No Do you hold the North Carolina Early Childhood Credential or equivalent?  
 Yes  No Do you hold the North Carolina Early Childhood Administration Credential? If "yes", what level: \_\_\_\_\_  
 Yes  No Are you current in CPR and First Aid training?  
 Yes  No Do you hold a valid Commercial Drivers License (CDL)?

Please indicate any additional training or certifications that would be applicable to your application:

\_\_\_\_\_

## EMPLOYMENT HISTORY

List each job you have held, starting with the most current. Use back of page if necessary. Explain any employment gaps below.

Employer		Dates (M/Y) from - to	Position / Title	Responsibilities	
Business Address			Supervisor's Name		Phone #
Starting Pay	Ending Pay	Reason for Leaving			

Employer		Dates (M/Y) from - to	Position / Title	Responsibilities	
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Business Address			Supervisor's Name		Phone #
Starting Pay	Ending Pay	Reason for Leaving			

Please explain any employment gaps:

- Yes  No Do you have access to reliable transportation?  
 Yes  No Do you have children that you would like to attend our school? Age(s) \_\_\_\_\_  
 Yes  No Would you be willing to attend training classes as required for the position?  
 Yes  No Are you involved in any activities that would affect your attendance. Explain: \_\_\_\_\_

Position(s) desired: \_\_\_\_\_

Preferred Age(s): \_\_\_\_\_

Employment type (Full-Time / Part-Time): \_\_\_\_\_ Hours desired: from \_\_\_\_\_ to \_\_\_\_\_

Salary/Wage desired: \_\_\_\_\_ per hour Date available to begin employment: \_\_\_\_\_

Please write 3-4 sentences describing why you are the best candidate for the position you are applying for.

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Please write 3-4 sentences about your professional goals.

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Why are you in the Early Childhood field?

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## AGREEMENT AND CERTIFICATION

### PLEASE READ THE FOLLOWING CAREFULLY AND SIGN IN THE SPACE PROVIDED

I hereby certify that the facts set forth in this employment application (and accompanying resume, if any) are true and complete to the best of my knowledge and I agree and understand that any misrepresentation of information or failure to disclose information during the employment application process may disqualify me from further consideration for employment, and if employed, will subject me to dismissal. If I am offered employment, I understand I may be required to submit to a physical examination designed to determine whether I am able, with or without reasonable accommodation, to perform the essential functions of the job offered, as specified by *Kids 'R' Kids – The Academy at Blakeney*, and that final acceptance for employment is subject to me successfully passing this physical examination. I further understand that any misrepresentation of information, or failure to disclose information at the time of my physical, may result in employment disqualification or dismissal.

I understand that in connection with my application for employment, an inquiry into my background may include an investigative consumer report, which provides applicable information concerning character, general reputation, personal characteristics and mode of living. I understand that I have the right to make a written request within a reasonable period of time for information as to the nature and scope of any such report.

If employed, I agree to conform to all *Kids 'R' Kids – The Academy at Blakeney* rules and regulations and all Federal, State, and local rules and regulations. In this regard, I understand that *Kids 'R' Kids – The Academy at Blakeney* may at its discretion conduct searches of lockers, lunch boxes, clothing, purses, briefcases, vehicles, desks, work areas, and other personal or company property, and I hereby consent to such search. I also understand and agree that if employed, my employment is for an indefinite period of time, that either *Kids 'R' Kids – The Academy at Blakeney* or I may terminate my employment at will at any time, with or without cause or notice. I hereby disclaim the existence of any contract of employment, either expressed or implied.

I understand that *Kids 'R' Kids – The Academy at Blakeney* prohibits the use of, or presence of tobacco in any form while at the school or on its property. In addition to buildings, parking lots, and playgrounds the term property includes all vehicles used to transport children and any location of any fieldtrip or extracurricular activity organized or sponsored by the school.

This agreement contains and represents the entire agreement between *Kids 'R' Kids – The Academy at Blakeney* and me concerning the topics discussed herein. There are no oral or collateral agreements of any kind concerning such topics. I further understand and agree that this agreement cannot be orally modified and that any subsequent modification of this agreement including the at-will state of employment I seek, must be in writing and duly executed by *Kids 'R' Kids – The Academy at Blakeney*

I certify that I am a true and bona fide job applicant honestly interested in the position(s) for which I have applied, and am seeking employment with *Kids 'R' Kids – The Academy at Blakeney* to provide me the benefits of employment and for no other purpose.

**Applicant Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## AUTHORIZATION TO RELEASE INFORMATION

I agree and understand *Kids 'R' Kids – The Academy at Blakeney* and its agents may investigate or seek information concerning my background and/or previous employment. I further agree and understand that if I am employed, *Kids 'R' Kids – The Academy at Blakeney* may at any time seek any information from whatever source it, in its discretion, deems relevant to my employment. Accordingly, I hereby authorize previous employers and references listed in my application, any medical facility or related personnel, or any other source contacted by *Kids 'R' Kids – The Academy at Blakeney* to provide any and all information they may have, personal or otherwise. I hereby release *Kids 'R' Kids – The Academy at Blakeney* and its agents, my previous employers, any medical facility or related personnel, and any other persons or entities whatsoever involved in such an investigation or inquiry from all liability of any kind, including any damages on account of such information. I further understand that my Criminal Records Check will be sent in the date of hire and my employment at *Kids 'R' Kids – The Academy at Blakeney* may be terminated if my Records Check is not in compliance with State Child Care Standards. I also understand that my previous employment and personal references will be checked.

**Applicant Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_