

HERITAGE CHRISTIAN SCHOOL

EMPLOYEE COVENANT

PURPOSE OF THE EMPLOYEE COVENANT

Heritage Christian School is a community of Christians committed to glorifying God through the discipleship of students and the pursuit of excellence in education. We enter into this covenant, a statement of institutional trust and employee responsibility, as we join together in fulfillment of our mission. We agree to devote ourselves in Christian faith and practice, to eliminate whatever may hinder the success of our mission, and to encourage Christian living based on biblical faithfulness and supported by the power of the Holy Spirit.

OUR COVENANT

As employees of Heritage Christian School, we enter into this covenant:

We will live following the example of Jesus Christ, adhering to the teaching of Scripture and seeking the guidance of the Holy Spirit.

- The Scriptures offer believers instruction for living the Christian life. This instruction includes direct teachings and commands binding on the believer.
- All employees, with the help of the Holy Spirit, will apply these commands in the course of Christian living.

We will exercise wisdom and discernment in all areas of life, guided by biblical principle.

- Even as we commit ourselves to direct biblical teachings and commands, we also recognize that Scripture neither stipulates nor prescribes behavior for every life circumstance or every area of Christian living. Many areas of life are left to the individual discernment of the believer.
- Individual judgments shall be made in light of larger scriptural principles, in relation to specific congregational commitments, and as expressions of the believer's conscience and understanding of biblical truth. We reject both lawlessness and legalism as gospel-denying responses to this God-given liberty.
- We are aware that our individual choices and reputations may reflect on the perceptions of our school by our constituents and by the community at-large. We will balance our Christian liberty with the needs of and responsibility to the broader community to which we belong. We understand that we are, most importantly, visible representatives of Christ, but also of Heritage Christian School.

COVENANTAL EXPECTATIONS

As it is our desire to live within scriptural norms and exercise discernment in freedom, we commit ourselves to communal expectations which will best enable the fulfillment of our mission. While the following are neither general nor exhaustive, adherence to them reflects both institutional trust and employee responsibility.

1. Employees of Heritage Christian School embrace
 - the fruits of the Spirit - love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control (Gal 5:22)
 - a disciplined life (Titus 2:12)
 - generosity (1 John 3:17)
 - purity in thought and action (Ps 24:3-4; Mt 5:8)
 - humility and honesty (Prov 12:22; 1 Peter 5:5).

2. Employees of Heritage Christian School renounce

- dissension and discord (Gal 5:20)
- gossip (Prov. 11:13; James 4:11)
- profane speech (Eph 4:29, 5:4)
- drunkenness (1 Cor 5:11, 6:10)
- stealing (Rom 13:9; Eph 4:28)
- illegal activities (Rom 13:1-2)
- immoral behavior (Rom 13:13).

3. There are areas of particular concern in a Christian school environment which arise in light of legal statutes and our interpretation of biblical commands and communal standards.

- Heritage Christian School is an alcohol, drug and tobacco-free campus. While on campus or carrying out any Heritage Christian School job duties, employees are prohibited from possessing, consuming or distributing alcoholic beverages, illegal substances or tobacco products of any kind.
- Employees may not possess, distribute, sell or be under the influence of illegal drugs at any time. Driving under the influence, providing alcohol to minors, public intoxication or other criminal violation of drug or alcohol-related statutes are prohibited.
- Employees are prohibited from illegal gambling and/or gambling interests involving students and HCS property and activities.
- Sexual misconduct and moral indiscretions are prohibited, including
 - inappropriate and illegal sexual contact with students
 - pre-marital sex
 - marital infidelity
 - participation in sex industry activities like prostitution and pornography
 - homosexual and transgender sexual activity
 - sexually motivated abuse and violence and
 - any other manifestation or engagement in sexuality contrary to the HCS Statement of Faith, biblical command and/or principles.
- Outward expressions of same-sex attraction, gender identity issues, or open identification as LGBT (Lesbian, Gay, Bi-sexual, Transgender) are also prohibited.
- Any attempt to change one's biological sex in dress, appearance, etc is contrary to God's intention and is prohibited.
- Employees should exercise particular care with respect to personal consumption of media, thereby protecting not only themselves, but also their ability to influence students toward positive choices.

Scriptural references that apply to the above prohibitions: Rom 1:26-28, 13:1-7; 1 Cor 6:9-20; Gal 5:19-21; Eph 5:1- 18; Heb 13:4.

4. Beyond areas covered by direct biblical teachings and commands, Heritage Christian School seeks to foster the practice of discernment in responsible Christian freedom. Employees, mindful of their responsibility as Christian role models both in the workplace, at home and in the community, should exhibit great care in their personal lives, especially in the presence of HCS students. Our guiding principle in these matters is that it is far more important to build up the body of Christ than it is to exercise our freedoms in Christ. (Rom 14:4-11; Gal 5:13-23; 1 Cor 10:23-33; 1 Peter 1:15-16).

Any violation of these covenantal expectations may lead to disciplinary action, up to and including termination of employment.

AREAS OF ALIGNMENT

The Employee Covenant stands in alignment with the Heritage Christian School Charter of Core Values, Statement of Faith, and Employee Handbook. As employees, we agree to uphold the principles and tenets detailed in these documents, which include these areas:

- Doctrine: all employees are required to be committed Christians who have personally accepted Jesus Christ as their Lord and Savior and who are in agreement with the school's Statement of Faith.
- Church: all employees will actively and consistently participate in the worship and activities of a local church that is aligned with the school's Statement of Faith.
- Employment: all employees agree to abide by the practices and policies found in the Employee Handbook, the terms of which are expressly incorporated into this Covenant.

OUR RESOLVE

Scripture encourages us: "And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through Him" (Col 3:17).

As Heritage Christian School employees

We want to be a community of Christians marked by integrity, responsible freedom, and dynamic, Christ-like love.

We want our campus to be a place where the name of our Lord and Savior, Jesus Christ, is honored in every area, activity and accomplishment.

We are committed to accurately representing the Lord Jesus Christ on and off of our campus, understanding that at all times we are to represent Him, ourselves and our school in an honorable and professional manner.

We recognize the responsibility and privilege we have to serve as Christian role models to the students of Heritage Christian School.

This Employee Covenant reflects an outward expression of our desire to please the Lord, whom we serve.

OUR AFFIRMATION

I joyfully and willingly enter into this covenant. My signature indicates my agreement to abide by the Employee Covenant of Heritage Christian School.

(All signatures will be collected electronically.)