



# HALFWAY R-III SCHOOL DISTRICT

*"Home of the Cardinals"*



**Karla Spear**  
**Elementary Principal**  
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**Secondary Principal**  
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## APPLICATION FOR CERTIFIED PERSONNEL

The district does not discriminate on the basis of race, color, religion, national origin, sex, pregnancy, age, veterans' status, or disability in employment, application for employment, or any other aspect of its programs and activities. If a person with a disability needs accommodations to participate in the application process (including filling out this form, interviewing, or any other pre-employment procedure or requirement), the applicant may (but is not required to) notify the District of the applicant's need for such accommodations prior to attempting to complete the application and interview process. A person with a disability may also notify the District of any accommodations that may be necessary to permit the applicant to perform the essential functions of the position for which the applicant is applying. The district is an Equal Opportunity Employer. The district is required by law to participate in employment eligibility verification.

Requirements for completed application: Letter of Interest, Completed Application, Resume, Education Transcripts, College Placement File (If CPF is not available, submit three letters of recommendation from professionals who have knowledge of your professional expertise.)

Date of Application: \_\_\_\_\_ Social Security Number: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

Name: \_\_\_\_\_  
Last First Middle

Other names that might appear on your transcripts or records: \_\_\_\_\_

Current Address: \_\_\_\_\_ Phone: \_\_\_\_\_  
Street City State Zip

Permanent Address: \_\_\_\_\_ Phone: \_\_\_\_\_  
Street City State Zip

May the District contact your present employer?  Yes  No

Are you currently legally authorized to work in the United States?  Yes  No

**CERTIFICATION** Missouri Certification?  Yes (include photocopy)  No

Subject or Service of Certification	Grade Level	Type of Certificate	Expiration Date

If no Missouri Certification, what information is needed? \_\_\_\_\_

If not certified in the area(s) you are applying for, when do you anticipate being certified? \_\_\_\_\_

**POSITION(S) DESIRED** Date available for employment: \_\_\_\_\_

\_\_\_ Elementary Teacher – Grade Level \_\_\_\_\_

\_\_\_ Junior High/High School Teacher – Subject Area \_\_\_\_\_

\_\_\_ Administrator \_\_\_\_\_

\_\_\_ Other - \_\_\_\_\_

List any activities that you are able to direct, sponsor, or coach successfully: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**EDUCATIONAL TRAINING**

College/University Trade School	Year completed	Degree/Course of Study	Major

**PROFESSIONAL EDUCATIONAL EXPERIENCE (please list most recent experience first)**

Employer/Address	Position/Grade Level	Phone	Supervisor	Number of Years

Full-time teaching experience: \_\_\_\_ years; Missouri teaching experience: \_\_\_\_ years; Administrative experience: \_\_\_\_ years

**OTHER WORK EXPERIENCE**

Dates of Employment	Employer/Address	Position	Supervisor	Phone

Please describe any circumstances surrounding a break in employment of one or more years: \_\_\_\_\_

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**STUDENT TEACHING/CLINICAL/INTERN EXPERIENCE**

Dates	Subject/Grade	District and Location	Supervisors	Phone

**PROFESSIONAL REFERENCES**

Name	Address	Phone	Position

**PERSONAL BACKGROUND**

1. Are you currently under contract? \_\_\_ Yes \_\_\_ No  
 Present Position: \_\_\_\_\_ Where? \_\_\_\_\_ Date to be Released: \_\_\_\_\_  
 Have you been recommended to continue in your current position? \_\_\_ Yes \_\_\_ No (If no, please explain)  
 \_\_\_\_\_
2. Have you ever been non-renewed? \_\_\_ Yes \_\_\_ No
3. Have you ever been served with a notice of deficiencies or warning letter? \_\_\_ Yes \_\_\_ No
4. Have you ever been served with a statement of charges seeking the termination of your employment? \_\_\_ Yes \_\_\_ No
5. Have you ever resigned to avoid being served with a statement of charges seeking your termination? \_\_\_ Yes \_\_\_ No
6. Have you ever been fired, dismissed, terminated, or otherwise involuntarily discharged from your employment? \_\_\_ Yes \_\_\_ No
7. Have you ever resigned in lieu of being fired, dismissed, or otherwise involuntarily discharged from your employment? \_\_\_ Yes \_\_\_ No
8. Have you ever entered a separation or settlement agreement in connection with either the voluntary or involuntary termination of your employment? \_\_\_ Yes \_\_\_ No
9. Have you ever been arrested for, charged with, or convicted of a felony, misdemeanor, or ordinance violation? (Exclude traffic offenses of which you were not sentenced to jail or for which the fine was less than \$100. **DO NOT** exclude offenses related to driving while intoxicated (DWI) or driving under the influence (DUI).) \_\_\_ Yes \_\_\_ No
10. Have you ever received a suspended imposition of sentence or suspended execution of sentence for a felony, misdemeanor, or ordinance violation? (Exclude traffic offenses of which you were not sentenced to jail or for which the fine was less than \$100. **DO NOT** exclude offenses related to driving while intoxicated (DWI) or driving under the influence (DUI).) \_\_\_ Yes \_\_\_ No
11. Have you ever plead guilty or nolo contendere (no contest), or entered an Alford plea, to a felony, misdemeanor, or ordinance violation? (Exclude traffic offenses of which you were not sentenced to jail or for which the fine was less than \$100. **DO NOT** exclude offenses related to driving while intoxicated (DWI) or driving under the influence (DUI).) \_\_\_ Yes \_\_\_ No
12. Has any record pertaining to you concerning any arrest, charge, plea, conviction, or sentence for any felony, misdemeanor, or ordinance ever been expunged? (Exclude traffic offenses of which you were not sentenced to jail or for which the fine was less than \$100. **DO NOT** exclude offenses related to driving while intoxicated (DWI) or driving under the influence (DUI).) \_\_\_ Yes \_\_\_ No
13. Are you currently on probation or parole? \_\_\_ Yes \_\_\_ No
14. Are you currently out on bail or on your own recognizance pending trial of any criminal charge? \_\_\_ Yes \_\_\_ No
15. Has the Missouri Division of Family Services, Missouri Children’s Division, or a similar agency in any other state or jurisdiction ever issued a finding, determination, or other decision substantiating either in whole or in part, to any degree whatsoever, a report that you engaged in child abuse or neglect, including but not limited to physical, emotional, educational, medical, or sexual abuse or neglect of a child? \_\_\_ Yes \_\_\_ No

IF YOUR ANSWER WAS "YES" TO ANY OF THE FOREGOING QUESTIONS, PLEASE EXPLAIN ON A SEPARATE SHEET AND ATTACH

**AUTOBIOGRAPHICAL QUESTIONS**

**(This page should be completed in your own handwriting.)**

You may omit any activities that identify your status with respect to gender, age, race, religion, national origin, or disability.

1. Why are you interested in this position?
2. What is your greatest strength? Weakness?
3. If you were employed by the Halfway R-III School District, what important skills, values, and/or personal qualities would you bring to your assignment to assure a successful experience?
4. How have you or how would you help students prepare for MAP testing?
5. What can you bring to our school district that another applicant will not?

## RELEASE WAIVER

Please read carefully before signing.

I hereby authorize the Halfway R-III School District to contact all persons and entities listed on this application and to make all other contacts, inquiries, and investigations that the District deems necessary to verify my education, employment, and criminal and child abuse history, including but not limited to contacting current and/or past employers, educational institutions, law enforcement, and child abuse agencies. I hereby consent to the release of any such information by third persons and I understand that the Halfway R-III School District will keep such information in a confidential file, available only to appropriate District officials.

I hereby release the directors, officers, employees, and agents of both the Halfway R-III School District and each of my past employers from any and all liability arising from disclosure of personnel records and from oral appraisals of my past performance made to the Halfway R-III School District. My current and former employers and references may rely on a signed copy of this release.

I understand that employment with the Halfway R-III School District is contingent upon the satisfactory completion of a criminal and child abuse/neglect record check. In accordance with Missouri law, this background check will include a complete fingerprint criminal record check. I further understand that in accordance with Missouri law, this criminal records check will result in the disclosure of both open and closed criminal records, including but not limited to, suspended impositions of sentence. An unsatisfactory report shall constitute cause for rejection of an application or immediate termination, if the applicant has been hired. Although the existence of an arrest, charge, plea, conviction, and/or sentence alone may not constitute an unsatisfactory report, the District has a compelling interest in ensuring the safety and welfare of its students. Therefore, the District is permitted by law, and has an obligation, to request criminal and child abuse/neglect information and official records for each applicant and employee, and to act in accordance with such information and official records.

I understand that neither this document nor any offer of employment from the District constitute an employment contract unless a specific document to that effect is executed by the employer and employee in writing.

**I hereby certify that all information provided by me in connection with this application is true, accurate, and complete. I understand that any false, inaccurate, incomplete, omitted, or misleading information provided on this application, or on any other documents submitted in connection with this application or in subsequent employment interviews, shall be cause for refusal to hire, or if applicant has been hired, for immediate termination.**

I understand that this application will be considered active for 60 days from the application date for being accepted by the District. I understand that if I wish my candidacy to remain open after that time period, I must submit another application.

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Signature

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Date

**Caution:** You must answer every question on the application accurately and completely. You will not be hired if you provide false or incomplete information. You will be dismissed if the false or incomplete information. You will be dismissed if the false or incomplete information is discovered after you are hired.

Under Missouri law, the School District can and will receive complete criminal records for all applicants.

Under Missouri law, the School District will receive information about both open and closed criminal records.

If you have ever been told by an attorney, law enforcement officer, or any other person that you do not have to report an arrest, charge, suspended sentence, conviction, or any other type of criminal record – whether open or closed – on an employment application, **that advice does not apply to employment with school districts. You must report every open or closed criminal record on your application to this School District.**

You will not be excluded from employment solely because you report an open or closed criminal record. The School District will review the information you provide with respect to type and date of offense, relationship to the job for which you are applying, and other relevant information and determine what, if any, effect the record should have on your request for employment.

**However, failure to report any criminal record – whether open or closed – will result in exclusion from hiring or discharge if you have already been hired.**

If you are not sure whether something should be reported on the application, you must report it. The School District cannot accept reasons such as an applicant forgot about an arrest or offense, or that the applicant did not know he or she was "actually arrested."