



**Thrive Childcare Centers  
Application for Employment**

**Please print or type:**

Date: \_\_\_\_\_

Name: \_\_\_\_\_ Maiden Name: \_\_\_\_\_

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

Phone: (home) \_\_\_\_\_ (mobile) \_\_\_\_\_ (emergency) \_\_\_\_\_

Are you a U.S. citizen? \_\_\_\_\_ If not, do you have authorization to work in the U.S.? \_\_\_\_\_

What position are you applying for? \_\_\_\_\_

At which location do you prefer to work? \_\_\_\_\_

Is there any reason why you would need to miss work during the next twelve month period? \_\_\_\_\_  
If yes, please explain: \_\_\_\_\_

Times you are available to work: \_\_\_\_\_

Times you are not available to work: \_\_\_\_\_

Ohio Law requires all child care center employees to be fingerprinted and have a background check of prior convictions. Do you have any prior convictions? \_\_\_\_\_ If so, please explain: \_\_\_\_\_

Have you lived in Ohio for the past five years? \_\_\_\_\_ If no, please list all states you have lived in: \_\_\_\_\_

## Academic Background

High school attended: \_\_\_\_\_

Did you graduate? [ ] yes [ ] No

GED [ ] yes [ ] no

Undergraduate college or university attended: \_\_\_\_\_

Number years attended? \_\_\_\_\_ Degree: \_\_\_\_\_ Major: \_\_\_\_\_

Certifications held: \_\_\_\_\_

List your student teaching experience (Certified teachers only):

School: \_\_\_\_\_ Cooperating teacher: \_\_\_\_\_

Dates: \_\_\_\_\_

Graduate school attended: \_\_\_\_\_

Degree: \_\_\_\_\_ Major: \_\_\_\_\_

Highest graduate degree held: \_\_\_\_\_

Please list any other educational experience not covered above, such as first aid training, common childhood illness, prevention of child abuse, workshop or seminars:

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

Please list three (3) personal references (no relatives) that we may contact regarding your professional skills and character:

1. Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Relationship: \_\_\_\_\_ Years known: \_\_\_\_\_

2. Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Relationship: \_\_\_\_\_ Years known: \_\_\_\_\_

3. Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Relationship: \_\_\_\_\_ Years known: \_\_\_\_\_

## Statement of Faith

1. Have you received Christ as your personal Savior and Lord? If so, briefly describe your personal relationship with God (if necessary, please use the back of this page): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. Briefly explain how you personally maintain your relationship with God: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
3. What church do you attend? \_\_\_\_\_ How long? \_\_\_\_\_
4. Please read Thrive Childcare Statement of Faith. Are you in agreement? \_\_\_\_\_ If not, please explain: \_\_\_\_\_  
\_\_\_\_\_

### *Thrive Childcare Statement of Faith*

#### *We believe:*

1. The Bible to be the inspired, infallible, authoritative Word of God (2 Tim. 3:16-17; 2 Peter 1:19-21).
2. There is only one God, eternally existent in three persons; Father, Son and Holy Spirit (Gen. 1:26; 2 Cor. 13:14).
3. In the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, and in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory (John 1:1-3; Phil. 2:6-11).
4. That man, originally created in the image of God, fell from that high and holy estate, and lost all spiritual life, and that he is a sinner against God's holy laws and character (Gen. 1:27; Rom. 3:10, 23; 4:12-19).
5. That for salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential. Salvation is by God's grace alone, and is received through whole hearted acceptance of Jesus Christ as personal Savior. Through being born again, man becomes a new creature in Christ Jesus (John 3:3; 2 Cor. 5:17; Titus 3:5).
6. In the present ministry of the Holy Spirit, by whose indwelling the Christian is able to live a godly life and be effective in Christian witness. That each believer is gifted and enabled to minister within the body of Christ. That the fruit of the Spirit (Christ's character) is developed in those controlled by the Spirit of God (Gal. 5:22, 23; 1 Peter 4:10,11; Eph. 4:1-16).
7. That baptism and communion hold a high place in the life of a Christian, and the practice of such is essential to their Christian walk (Matt. 28:19; Rom. 6:4; 1 Cor. 11:23-27; 2 Cor. 13:5).
8. In the resurrection of both the saved and the lost: the saved to a resurrection of life and the lost to damnation (Matt. 13:41, 51; John 5:28, 29; Rev. 20:11-15).

## Employment Experience

**Please list your present or most recent employer:**

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Rate of pay \_\_\_\_\_ May we contact? [ ] No [ ] yes

**List prior employment:**

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Rate of pay \_\_\_\_\_ May we contact? [ ] No [ ] Yes

Employer: \_\_\_\_\_ Position held: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_

Reason for leaving: \_\_\_\_\_

Rate of pay \_\_\_\_\_ May we contact? [ ] No [ ] Yes

Discuss any other jobs and special skills or qualifications which you consider relevant to your application for this position: \_\_\_\_\_

To what professional or civic organizations do you belong? \_\_\_\_\_

**Are you fully aware that Thrive Childcare is a non-profit, religious educational organization, and that as an employee you would be asked to teach and model Christian values and principles, as well as be held accountable to those standards?** \_\_\_\_\_

## Agreement

I certify that answers given herein are true and complete to the best of my knowledge. I authorize you to make investigation and inquiries of my personal employment, financial, medical, criminal and other related matters as may be necessary in arriving at an employment decision. I hereby release employers, schools or persons from all liability in responding to inquiries in connection with my application.

In the event of my employment, I understand that false or misleading information in my application or interview(s) may result in immediate discharge. I understand also that I am required to abide by all rules and regulations of Thrive Childcare.

I also understand that employment is at-will, meaning employees may choose to end the employment at any time for any reason, and this organization has the same right.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

*The next page (Statement of Non-conviction) is a statement that is required to fulfill Ohio law regarding crimes involving children or violence. Please read the statement and fill in the appropriate spaces, then sign your name.*

### Applicant Authorization

Without reservation, I authorize this employer or any party or agency contacted by this employer to procure my consumer report, and/or to obtain or furnish any information concerning my credit, criminal, motor vehicle, and other history. I understand that inquiries may be made to various federal and state agencies, employer references, acquaintances and others seeking information as to my personal characteristics, credit worthiness, employment status, general reputation, and mode of living.

PRINT FULL NAME: \_\_\_\_\_

SOC. SECURITY NO: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

### FCRA DISCLOSURE

This is to inform you that as part of processing your application, a consumer report may be obtained for employment purposes.

Applicant: \_\_\_\_\_

Applicant's Signature: \_\_\_\_\_

### FCRA NOTICE

This is to inform you that as part of our procedure for processing your employment application, we may obtain a consumer report and/or an investigative consumer report which includes information as to your character, general reputation, personal characteristics and mode of living. If an investigative report is requested, you have the right to make a written request within a reasonable period of time for a complete and accurate disclosure of additional information concerning the nature and scope of the investigation. By signing below, you acknowledge receipt of a copy of the forgoing notice and a copy of the "Summary of Your Rights Under the Fair Credit Reporting Act."

Applicant: \_\_\_\_\_

Applicant's Signature: \_\_\_\_\_

Ohio Department of Job and Family Services  
**STATEMENT OF NONCONVICTION FOR CHILD CARE**

This statement must be signed annually by every: individual owner, administrator, licensed family child care provider, child care staff member, employee, all persons 18 years of age and older who reside in a family child care home, substitute, and certified in-home aide.

**SECTION I:**

Name *(please print or type)*

I hereby attest that I have never been convicted of or pleaded guilty to crimes set forth in divisions (A)(4) or (A)(5) of section 109.572 of the Revised Code and that no child has been removed from his or her home due to abuse or neglect caused by myself pursuant to section 2151.353 of the Revised Code

I have been convicted of a crime included in divisions (A)(4) or (A)(5) of section 109.572 of the Revised Code.

I have had a child removed from my home as described in section 2151.353 of the Revised Code due to abuse or neglect that I caused.

Signature of Person Completing Form

Date

Street Address

City

State

Zip Code

Telephone Number

**The licensee of a family child care home shall sign the following statement on his or her own form only:** I hereby attest that no one who resides in my home and who is under eighteen years of age has been adjudicated a delinquent child for committing a violation of any offense listed in divisions (A)(8) or (A)(9) of section 109.572 of the Revised Code.

Signature

Date

**Note:** Anyone who withholds information from, or falsifies information on this statement is guilty of falsification, a misdemeanor of the first degree. If the offender is an owner of a center, a licensee of a family child care home, or an in-home aide, the conviction constitutes grounds for denial, revocation or refusal to renew a child care license application or child care license. If the offender is a child care staff member of a center or family child care home, or is a person eighteen years of age or older who resides in a family child care home or is a substitute, and if the owner or licensee had knowledge of, and acquiesced in the commission of the offense, the conviction constitutes grounds for denial, revocation or refusal to renew a child care license.

**SECTION II:** (required for new hires and new residents only)

Date BCI/FBI Requested

First Day of Employment/Residence

## Prohibitive Offenses found in division (A)(5) of section 109.572 of the Revised Code

### Homicide

- R.C. 2903.01 - Aggravated murder
- R.C. 2903.02 - Murder
- R.C. 2903.03 - Voluntary manslaughter
- R.C. 2903.04 - Involuntary manslaughter

### Assault

- R.C. 2903.11 - Felonious assault
- R.C. 2903.12 - Aggravated assault
- R.C. 2903.13 - Assault
- R.C. 2903.16 - Failing to provide for a functionally impaired person

### Menacing

- R.C. 2903.15 - Permitting child abuse
- R.C. 2903.21 - Aggravated menacing
- R.C. 2903.211 - Menacing by stalking
- R.C. 2903.22 - Menacing

### Patient abuse and neglect

- R.C. 2903.34 - Patient abuse, neglect

### Kidnapping and related issues

- R.C. 2905.01 - Kidnapping
- R.C. 2905.02 - Abduction
- R.C. 2905.04 - Child stealing (as this law existed prior to July 1, 1996)
- R.C. 2905.05 - Criminal child enticement
- R.C. 2905.32 - Trafficking in persons

### Sex offenses

- R.C. 2907.02 - Rape
- R.C. 2907.03 - Sexual battery
- R.C. 2907.04 - Corruption of a minor
- R.C. 2907.05 - Gross sexual imposition
- R.C. 2907.06 - Sexual imposition
- R.C. 2907.07 - Importuning
- R.C. 2907.08 - Voyeurism
- R.C. 2907.09 - Public indecency
- R.C. 2907.12 - Felonious sexual penetration (as this former section of law existed)
- R.C. 2907.19 - Commercial sexual exploitation of a minor
- R.C. 2907.21 - Compelling prostitution
- R.C. 2907.22 - Promoting prostitution
- R.C. 2907.23 - Procuring
- R.C. 2907.24 - Soliciting - after positive HIV test driver's license suspension
- R.C. 2907.25 - Prostitution
- R.C. 2907.31 - Disseminating matter harmful to juveniles
- R.C. 2907.32 - Pandering obscenity
- R.C. 2907.321 - Pandering obscenity involving a minor
- R.C. 2907.322 - Pandering sexually oriented matter involving a minor
- R.C. 2907.323 - Illegal use of a minor in nudity-oriented material or performance

### Arson

- R.C. 2909.02 - Aggravated arson
- R.C. 2909.22 - Soliciting or providing support for act of terrorism
- R.C. 2909.23 - Making terroristic threat
- R.C. 2909.24 - Terrorism
- R.C. 2909.03 - Arson

### Robbery and Burglary

- R.C. 2911.01 - Aggravated robbery
- R.C. 2911.02 - Robbery
- R.C. 2911.11 - Aggravated burglary
- R.C. 2911.12 - Burglary

### Theft and Fraud

- R.C. 2913.02 - Theft; aggravated theft
- R.C. 2913.03 - Unauthorized use of a vehicle
- R.C. 2913.04 - Unauthorized use of property, computer, cable, or telecommunication property or service
- R.C. 2923.02 - Attempt
- R.C. 2913.041 - Possession or sale of unauthorized cable television device
- R.C. 2913.33 - Making or using slugs
- R.C. 2913.05 - Telecommunications fraud
- R.C. 2913.06 - Unlawful use of telecommunications
- R.C. 2913.11 - Passing bad checks

- R.C. 2913.21 - Misuse of credit cards
- R.C. 2913.31 - Forgery; identification card
- R.C. 2913.32 - Criminal simulation
- R.C. 2913.40 - Medicaid fraud
- R.C. 2913.41 - Prima facie evidence of purpose to defraud
- R.C. 2913.42 - Tampering with records
- R.C. 2913.43 - Securing writings by deception
- R.C. 2913.44 - Personating an officer
- R.C. 2913.441 - Law Enforcement emblem display
- R.C. 2913.45 - Defrauding creditors
- R.C. 2913.46 - Illegal use of food stamps or WIC program benefits
- R.C. 2913.47 - Insurance fraud
- R.C. 2913.48 - Worker's compensation fraud
- R.C. 2913.49 - Identity fraud

### Offenses against the family

- R.C. 2919.12 - Unlawful abortion
- R.C. 2919.22 - Endangering children
- R.C. 2919.23 - Interference with custody
- R.C. 2919.24 - Contributing to unruliness or delinquency of a child
- R.C. 2919.25 - Domestic violence
- R.C. 2919.224 - Misrepresentation relating to provision of child care
- R.C. 2919.225 - Disclosure and notice regarding death or injury of child in facility

### Offenses against justice and public administration

- R.C. 2921.11 - Perjury
- R.C. 2921.13 - Falsification
- R.C. 2921.14 - Making or causing false report of child abuse or Neglect

### Weapons control

- R.C. 2923.12 - Carrying a concealed weapon
- R.C. 2923.13 - Having a weapon while under disability
- R.C. 2923.161 - Improperly discharging a firearm at or into a habitation or school
- R.C. 2923.01 - Conspiracy
- R.C. 2923.02 - Attempt, that relates to a crime specified in division 109.572 (A)(5)
- R.C. 2923.03 - Complicity, that relates to a crime specified in division 109.572 (A)(5)

### Drug offenses

- R.C. 2925.02 - Corrupting another with drugs
- R.C. 2925.03 - Trafficking in drugs
- R.C. 2925.04 - Illegal manufacture of drugs or cultivation of marijuana
- R.C. 2925.05 - Funding of drug or marijuana trafficking
- R.C. 2925.06 - Illegal administration or distribution of anabolic steroids
- R.C. 2925.11 - Possession of drugs or marijuana that is not a minor drug possession offense in section R.C. 2925.01

### Other

- R.C. 959.13 - Cruelty to animals
- R.C. 2151.421 - Reporting child abuse or neglect
- R.C. 2905.11 - Extortion
- R.C. 3716.11 - Placing harmful objects in food or confection
- R.C. 2909.04 - Disrupting public services
- R.C. 2909.05 - Vandalism
- R.C. 2917.01 - Inciting to violence
- R.C. 2917.02 - Aggravated riot
- R.C. 2917.03 - Riot
- R.C. 2917.31 - Inducing panic
- R.C. 2921.03 - Intimidation
- R.C. 2921.34 - Escape
- R.C. 2921.35 - Aiding escape or resistance to authority
- R.C. 2927.12 - Ethnic intimidation
- R.C. 4511.19 - Operating vehicle under the influence of alcohol or drugs-OVI. (A second violation within five years of the date of application for licensure or employment).

\*Or an existing or former offense of any municipal corporation, this state, or any other state, or the United States that is substantially equivalent to any of these offenses.