

APPLICATION FOR EMPLOYMENT

Kids 'R' Kids Southshore
AN EQUAL OPPORTUNITY EMPLOYER

PERSONAL INFORMATION

First Name _____ Middle _____ Last _____

Address _____ City _____ State _____ Zip _____

Home Phone (____) _____ Cell Phone (____) _____ Email _____

Are you or have you been known by a different name, if so, please indicate: _____

Have you ever applied for employment or been employed at Kids 'R' Kids? Yes / No

Do you have any relatives or friends working at any Kids 'R' Kids? Yes / No

Have you ever been convicted of a crime? Yes / No

Have you ever served in any branch of the United States armed forces? Yes / No

Are you currently on layoff status, leave of absence or other suspension of employment and subject to recall with another employer? Yes / No

Have you ever worked in a Child Care Facility that has had a license denied, revoked, or suspended in any state or jurisdiction? Yes / No

Have you ever been the subject of a disciplinary action or been fined while employed in a Child Care Facility? Yes / No

If you answered YES to any of the above, include details: _____

Are you at least 18 Years of Age? Yes / No

Do you have your High school degree or GED? Yes / No

How did you hear about us? Friend/Relative____ Drive-By____ Internet____ Other _____

EDUCATION

Name	City/State	Years	Degree	Area of Study
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High School				
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College				
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Trade/Vocational				
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Are you current in First Aid and CPR training? Yes / No

Do you hold any certificates in Child Care Training? Yes / No (If Yes, please indicate below):

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

Name _____ Phone (____) _____ Occupation _____

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POSITIONS APPLYING FOR – PLEASE ANSWER ALL QUESTIONS

What position are you applying for? Lead Teacher Asst Teacher Cook Bus Driver

Employment desired? Full Time Part Time Hours: _____

Preferred Age Group? Infants Ones Twos Threes Fours VPK After-school

Salary Expected: \$ _____ per hour Previous Salary: \$ _____ per hour

PREVIOUS EMPLOYMENT

List each job held, starting with the most current. Explain any gaps in the space below.

Dates of Employment		Company Name	Job Title /Responsibilities	
Starting Pay	Ending Pay	Address	Supervisor	Phone #
Reason for Leaving				

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Please explain any employment gaps. _____

List any other experience or training that would be applicable to your application: _____

May we contact your current employer?	Yes / No
Do you have access to reliable transportation?	Yes / No
Do you have any children that might attend Kids 'R' Kids?	Yes / No Ages: _____
Would you be willing to participate in training programs for teachers?	Yes / No
Are you involved in any activities that would affect your attendance?	Yes / No List _____

Kids 'R' Kids has a strict no smoking policy which includes the parking lot, busses, and all other areas on the property.

INTRODUCTION TO Kids 'R' Kids Southshore

Kids 'R' Kids is a full-service, quality learning center. Each school is individually owned and operated by families such as your own who wish to provide parents with quality childcare. At Kids 'R' Kids, we teach the often underestimated art of quality child care along with the needs and expectations of parents and children. We are rated as one of the Top Child Care Centers throughout the United States.

If employed, you will be expected to perform at the level that rates among the highest in the nation. We will give you the tools and the training you need to perform at your peak. Thank you for considering Kids 'R' Kids for your employment needs.

EQUAL OPPORTUNITY POLICY

Kids 'R' Kids 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

As an applicant for a position at Kids R Kids, I certify to the following:

1. I am able to perform adequately the 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 does not hire persons who use illegal drugs. 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.

I certify that I (check one) do_____ do not_____ use illegal drugs.

Applicant Signature: _____ **Date:** _____

AGREEMENT and CERTIFICATION

Please read the following carefully and sign in the space provided.

I hereby certify that the facts set forth in this application (and accompanying resume) are true and complete to the best of my knowledge. I agree and understand that any misrepresentation of information or failure to disclose information during the employment 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, 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 rules and regulations and all Federal, State and local rules and regulations. In this regard, I understand that Kids 'R' Kids may, at its discretion, conduct searches of lockers, lunch boxes, tool boxes, clothing, purses, briefcases, vehicles, desks, work areas and other personal or Kids 'R' Kids property, and I hereby consent to such search. I also understand that if employed, my employment is for an indefinite period of time, that either I or Kids 'R' Kids 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 express or implied.

This Agreement contains and represents the entire agreement between Kids 'R' Kids and me concerning the topics discussed herein. There are no oral or collateral agreements of any kind concerning such topics. I further understand 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.

I certify that I am a true and bona fide job applicant honestly interested in the positions for which I have applied, and am seeking employment with Kids 'R' Kids solely to provide me the benefits of a job and for no other purpose.

Applicant Signature: _____ **Date:** _____

AUTHORIZATION TO RELEASE INFORMATION

I understand Kids 'R' Kids and its agents may investigate or seek information concerning my background and/or previous employment. I further agree and understand that if employed, Kids 'R' Kids may at any time seek any information from whatever source which, in its discretion, deems relevant to my employment. Accordingly, I hereby authorize the previous employers and references listed in my application, any medical facility or related personnel, or any other source contacted by Kids 'R' Kids to give Kids 'R' Kids any and all information they may have, personal or otherwise. I hereby release Kids 'R' Kids and its agents, any previous employers, any medical facility or related personnel, 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 the furnishing of such information.

I further understand that my Criminal Records Check will be sent in on the date of hire and my employment at Kids 'R' Kids may be terminated if my records check is not in compliance with State and Child Care standards. I also understand that my previous employment and my personal references will be checked.

Applicant Signature: _____ **Date:** _____