

[For office use only]  
Date Background Check & Child Maltreatment Central Registry Form's were completed

**CEDARVILLE PUBLIC SCHOOLS**  
**Office of the Superintendent**  
**P.O. Box 97**  
**Cedarville, AR 72932**

**Position Application**

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

Address \_\_\_\_\_

Phone Number \_\_\_\_\_ Alternate Number (optional) \_\_\_\_\_

Social Security Number \_\_\_\_\_

General Condition of Health \_\_\_\_\_

Number of days lost last year due to illness? \_\_\_\_\_

Position Applying for: \_\_\_\_\_

Certified (Complete pages 1-4, and Consent Form)

Non-Certified/Classified (Complete pages 1-3, and Consent Form)

Have you ever been convicted of any violation of law other than a traffic ticket? \_\_\_\_ if yes, give particulars of each conviction and state what disposition was made of each:

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

Are you currently on the Child Maltreatment Registry? \_\_\_\_ Yes \_\_\_\_ No

Anyone that feels that he/she has been discriminated against because of race, color, national origin, sex, age, handicap or religion, may make an appointment with Darren Busch, Equity Coordinator, between the hours of 8:00 a.m. and 3:00 p.m. Weekly at 479-474-7021.

**We are an equal opportunity employer.**

# Employment

Total Number of Years Taught/Worked \_\_\_\_\_

1. Present (last) Position: \_\_\_\_\_

Name of Firm \_\_\_\_\_

Address of Firm \_\_\_\_\_

Phone Number \_\_\_\_\_

Reason for Leaving \_\_\_\_\_

2. Present (last) Position: \_\_\_\_\_

Name of Firm \_\_\_\_\_

Address of Firm \_\_\_\_\_

Phone Number \_\_\_\_\_

Reason for Leaving \_\_\_\_\_

3. Present (last) Position: \_\_\_\_\_

Name of Firm \_\_\_\_\_

Address of Firm \_\_\_\_\_

Phone Number \_\_\_\_\_

Reason for Leaving \_\_\_\_\_

## EDUCATION

Circle highest grade completed:

Grades 1    2    3    4    5    6    7    8    9    10    11    12

College 1    2    3    4    5    6    7

### MILITARY SERVICE

Branch \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Highest Rank \_\_\_\_\_ Duties \_\_\_\_\_

Type of Discharge \_\_\_\_\_ Date of Discharge \_\_\_\_\_

### SCHOOLS & COLLEGES ATTENDED

Name of	Address	Date	Major	Degree
High School				
College				
College				

### CERTIFICATION

Subjects Certified to Teach \_\_\_\_\_

Subjects (Grades) Applicant desires to teach in order of preference:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

### REFERENCES

Name	Address/Telephone Number	Occupation

# PHILOSOPHY

COMPLETE THE FOLLOWING STATEMENTS:

My philosophy on education is \_\_\_\_\_

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My philosophy on discipline is \_\_\_\_\_

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***We are an equal opportunity employer.***

To The Applicant:

Please complete the Consent Form below and submit it with your Application for Employment.  
A SIGNED AND DATED CONSENT FORM IS A REQUIRED APPLICATION DOCUMENT.

<p><b>CONSENT FORM</b></p> <p>I, _____, hereby give consent to any and all previous employers of mine to provide information regarding my employment with previous employers to the Cedarville Public School District.</p> <p>This consent is given in accordance with Act 1474 of the 1999 General Assembly of the State of Arkansas.</p> <p>Signed: _____ Date: _____</p>
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**ACT 1474**

**“AN ACT TO PROVIDE CURRENT AND FORMER BUSINESS EMPLOYERS WITH PROTECTION FOR PROVIDING JOB INFORMATION ABOUT CURRENT OR FORMER EMPLOYEES TO PROSPECTIVE EMPLOYERS.”**  
Be It Enacted By The General Assembly Of The State Of Arkansas:

**SECTION 1. (a)** A current or former employer may disclose the following information about a current or former employee’s employment history to a prospective employer of the current or former employee upon receipt of written consent from the current or former employee:

- (1) Date and duration of employment;
- (2) Current pay rate and wage history;
- (3) Job description and duties;
- (4) The last written performance evaluation prepared prior to the date of the request;
- (5) Attendance information;
- (6) Results of drug or alcohol tests administered within one (1) year prior to the request;
- (7) Threats of violence, harassing acts, or threatening behavior related to the workplace or directed at another employee;
- (8) Whether the employee was voluntarily or involuntarily separated from employment and the reasons for the separation; and
- (9) Whether the employee is eligible for rehire.

(b) The current or former employer disclosing such information shall be presumed to be acting in good faith and shall be immune from civil liability for the disclosure or any consequences of such disclosure unless the presumption of good faith is rebutted upon showing, by a preponderance of the evidence, that the information disclosed by the current or former employer was false and the current or former employer had knowledge of its falsity or acted with malice or reckless disregard for the truth.

**SECTION 2.** The consent required in Section 1 must be on a separate form from the application form, or, if included in the application form, must be in bold letters and in larger typeface than the largest typeface in the text of the application form. The consent form must state, at a minimum, language similar to the following:

“I, (applicant), hereby give consent to any and all prior employers of mine to provide information with regard to my employment with prior employers to (prospective employee).”

The consent must be signed and dated by the applicant. The consent will be valid only for the length of time that the application is considered active by the prospective employer, but in no event longer than six (6) months.

**SECTION 3.** The provisions of this act shall also apply to any current or former employee, agent, or other representative of the current or former employer who is authorized to provide and who provides information in accordance with the provisions of this act.

**SECTION 4. (a)** This act does not require any prospective employer to request employment history on a prospective employee and does not require any current or former employer to disclose employment history to any prospective employer.

(b) Except as specifically amended herein, the common law of this state remains unchanged as it relates to providing employment information on present and former employees.

(c) This act shall only apply to causes of action accruing on and after the effective date of this act.

**SECTION 5.** The immunity conferred by this act shall not apply when an employer or prospective employer discriminates or retaliates against an employee because the employee or the prospective employee has exercised, or is believed to have exercised, any federal or state statutory right or undertaken any action encouraged by the public policy or this state.

**SECTION 6.** Codification Clause

**SECTION 7.** Severability Clause

**SECTION 8.** Repealing Clause