

**NORTH CAROLINA APPLICATION FOR EMPLOYMENT
AN EQUAL OPPORTUNITY EMPLOYER**

INTRODUCTION

Kids 'R' Kids is a full service School of Quality Learning. Each center is individually owned and operated by families such as your own who wish to provide today's parents with Quality Child Care.

At Kids 'R' Kids we teach the often-underestimated art of Quality Child Care along with the needs and expectations of parents and children.

Kids 'R' Kids is rated as one of the top ten 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.

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.

**ANSWER ALL QUESTIONS. INCOMPLETE APPLICATIONS WILL BE REJECTED.
PLEASE PRINT**

APPLICANT'S CERTIFICATION

Pursuant to North Carolina Department of Human Resources Rules and Regulations for Day Care Centers Administration and Staff Requirements (Director, Assistant Director, Lead Teacher etc.), certify to the following:

1. I _____ am not suffering from any physical handicap or mental health disorder, which would interfere with my ability to perform adequately the assigned job duties and in accordance with State Child Care Rules and Regulations of providing for the care and supervision of the children under my care at this time.
2. I _____ do not have a criminal record; and,
3. I _____ have never been found by credible evidence, e.g. a court or jury, a department investigation, or reliable evidence, to have abused, neglected, or deprived a child or adult, or to have subjected any person to serious injury as a result of intentional, or grossly negligent misconduct as initially evidenced by an oral or written statement to this effect obtained by the administrator from the employee at the time of this application.
4. I will comply with all state requirements for initial certification and to continue certification.

Signature of Applicant

Date

DRUG POLICY

NO DRUG USE POLICY: Kids 'R' Kids does not hire persons who use illegal drugs. All persons hired at Kids 'R' Kids will be required to take and pass a strict screen for illegal drugs, and may be subject to periodic tests for illegal drugs.

I hereby certify that I {check one} do do not use illegal drugs.

Signature of Applicant

Date

PERSONAL INFORMATION

Application Date	Last Name	First Name	Middle
Street Address	City	State	Zip

Home Telephone:	()	Emergency Contact:	Relationship:
Emergency Telephone:	()		

Are you a citizen of the United States? Yes No

Would you be known to any employer, school or reference under another name? Yes No

If so, indicate what names:

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Specify position(s) desired. (An "ANY" response is unacceptable.) Are you 18 years of age or older? Yes No

If applying for Director's position, are you 25 yrs of age or older. Yes No

Director	Assistant Director	Lead Teacher	Teacher	Substitute	Dietitian	Bus Driver	Other
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Check Preferred Age Group:

6 wk-10 wk	10 mo to 20 m	20 mo – 30 mo	2-21/2 – 3	3 ½ - 4	4	5	School Age
Salary/Wage expected: \$ Per			Full Time	Part-time		Temporary:	
Employment Desired							

If hired, when could you start work? Date: _____.

Have you ever filed an application or been employed here before, or at another Kids 'R' Kids? Yes No

If yes, when? Date: _____

List any relatives or friends working at any Kids 'R' Kids. (Give name and relationship)

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Have you ever been convicted of a crime (including any guilty, no contest or similar pleas)? Yes No

[Exclude minor traffic violations unless applying for bus driver position.] If yes, give all details.

Are you currently on layoff status, leave of absence or other suspension of employment and subject to recall with another employer? Yes No If yes, give all details.

PERSONAL REFERENCES

Legal considerations require us to request that you not include your previous employer, minister, pastor, and do not list any relative.

NAME	ADDRESS	TELEPHONE	OCCUPATION

SOURCE

How did you learn about us?	Friend	Relative	Advertisement
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State Employment Service Private Employment Agency Name of Agency _____

EDUCATION

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	NAME	CITY/STATE	YEARS	TYPE OF DEGREE	MAJOR AREA OF STUDY
High School					
College					
Business School					
Vocational School					
Other Training					

Are you current in First Aid/CPR training? Yes No

Please list certificates:

EMPLOYMENT RECORD

Dates			
Employer	From	To	Work Performed
Address:			
Phone Number:			
Salary			
Job Title:	Starting	Final	
Supervisor:			
Reason for leaving:			

Dates			
Employer	From	To	Work Performed
Address:			
Phone Number:			
Salary			
Job Title:	Starting	Final	
Supervisor:			
Reason for leaving:			

Dates			
Employer	From	To	Work Performed
Address:			
Phone Number:			
Salary			
Job Title:	Starting	Final	
Supervisor:			
Reason for leaving:			
Dates			
Employer	From	To	Work Performed
Address:			
Phone Number:			

Salary

AGREEMENT AND CERTIFICATION

(PLEASE READ THE FOLLOWING CAREFULLY AND SIGN IN THE SPACE PROVIDED)

I hereby certify that the facts set forth in this employment application (and accompanying resume, if any) are true and complete to the best of my knowledge and I agree and understand that any misrepresentation of information or failure to disclose information, during the employment application 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, 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 and agree that if employed, my employment is for an indefinite period of time, that either Kids 'R' Kids or I 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 expressed or implied.

I understand that Kids 'R' Kids prohibits the use of, or presence of tobacco in any form while at the center or on its property. In addition to buildings, parking lots, and playgrounds the term property includes all vehicles used by Kids 'R' Kids to transport children and any location of any fieldtrip or extra curricula activity organized or sponsored by the center.

This application is current only for 60 days. At the conclusion of this time, if I have not heard from Kids 'R' Kids and still wish to be considered for employment, I understand that it will be necessary for me to submit a new application.

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 and agree 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 the president of Kids 'R' Kids or his or her designee.

I certify that I am a true and bona fide job applicant honestly interested in the position(s) 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.

Signature

Date

AUTHORIZATION TO RELEASE INFORMATION

I agree and understand Kids 'R' Kids and its agents may investigate or seek information concerning my background and/or previous employment, whether of record or not. I further agree and understand that if employed, Kids 'R' Kids may at any time seek any information from whatever source in its discretion deemed relevant to my employment. Accordingly, I hereby authorize previous employers and references listed in my application, any medical facility, or related personnel, or any other source contacted by Kids 'R' Kids any and all information concerning my previous employment, my medical condition, or medical treatment, or any other information they may

