

# Faith Christian School

*“For we walk by faith, not by sight” 2 Cor. 5:7*

September 18, 2018

Dear TED Committee of the Federation of Protestant Reformed School Societies,

The Board of Faith Christian School of Randolph, WI, would like to thank you for your continued labors on behalf of all of our PR Christian schools. The work is often tedious but the Lord blesses that work and for this we can be thankful. We bring one request to your attention and ask that you recommend it to the Delegate Board of the Federation for the 2018 fall Delegate Board Meeting:

We make a proposal regarding the Federation By-laws under the section related to “Policies”, Section B “Policy Governing Teacher Contracts”, Subsection 5 “Tendering of Contracts”, Point a., which reads “For contracts to administrators and teachers who are citizens of the country in which the school is incorporated or that already have the necessary visas to work in that country, written contracts may be offered on or after the following dates: 1) Administrative – January 15; 2) Teaching – March 1; 3) New Teacher Trainees – April 1.”:

- 1. We propose that for the hiring cycle of 2019, Faith Christian School be able to offer contracts to “teaching teachers” on or after January 15 with “new teacher trainees” continuing to be on or after April 1 with each contract giving 15 days to the teacher to consider.**
- 2. To be respectful to other Boards during this process, we propose that the Board of the school of the “teaching teacher” be informed by the Board of Faith Christian School when their teacher has been offered a contract by Faith. The “teaching teachers” current Board would then be able to also offer their own contract in a timely manner at this earlier time with the same 15 days to consider.**

Grounds:

- A. Our situation is difficult in that our one high school teacher is already instructing grades 9 and 10. Although he could take over one or two of the 11-grade classes, a majority of the high school courses would have to be moved to online classes. The difficulty for Faith Christian School is that with a small and limited staff, we lack the ability to shift teachers around to make things work and there isn't a retired teacher or someone from our Randolph church community who could “hold us over” for a year.
- B. We believe history has shown that hiring an experienced, seasoned teacher who has at least a few years of teaching will provide for a better, smoother beginning to our 11th & 12th grades. We feel that to have an opportunity to hire an experienced, seasoned teacher for our high school position, we need to be able to offer a contract earlier than normal to allow “teaching teachers” to prayerfully consider our position and if they accept it, give them the proper time to put their current house on the market, visit Randolph to look through homes, find and purchase a home in Randolph, and get their things in order for a move in the summer.

- C. Faith Christian School's contract will start on July 1 and we would like them to be moved here by then if possible. To better equip a "teaching teacher" to do this, we want to move up the dates so that they can "get their things in order" and be able to make a timely and smooth transition in moving to Randolph.
- D. It is our understanding that when Covenant Christian High School added their 9th grade, the Federation granted a similar proposal because of the possible shift of multiple teachers from other schools and the effect it would have on those schools. Although this situation is different from what Covenant and its feeder schools were doing, we do feel that there are some similarities in wanting to help the teachers and the Boards have proper time in making decisions.
- E. This will still allow for all schools to be given proper time to interview and offer contracts to "new teacher trainees" as that date of April 1 would stay the same.

Other information:

- F. We have proposed the date change to only apply to us. However, if the Federation or TED Committee feels that it would like to "keep the playing field level for all schools" we would be fine with our proposal applying to all schools.

Due to distance and an inability for us to casually meet and share our thoughts with you, we offer to make a couple of our Board members available to be able to briefly join you via conference phone or video for any questions or discussion, if you desire. We also would respectfully request to be informed of any decision or recommendation that you make prior to the Delegate Board meeting.

May the Lord continue to be with you and all of our Boards and schools as they continue to endeavor in the work of teaching and instructing the covenant children in the fear of His name.

Respectfully submitted,

The Board of Faith Christian School  
Kyle Van Baren, Secretary