



**FLINT HILLS
CHRISTIAN**
SCHOOL

Band Director

Position Profile

Reviewer	Review Date

WHAT IS FLINT HILLS CHRISTIAN SCHOOL?

Flint Hills Christian School (FHCS) is a private, independent, non-denominational, and discipleship-oriented Christian school located in Manhattan, KS (approximately two hours west of Kansas City, MO). FHCS maintains an average annual enrollment of approximately 215 students in grades Pre-Kindergarten through 12th grade. FHCS is fully accredited through both ACSI and Cognia, boasts an average ACT score of 25 over the past 6 years, offers numerous athletics and extra-curricular activities.

WHO ARE WE AT OUR CORE?

We are a school and community of Christ followers united by and committed to our mission to be an extension of the Christian home in helping each child develop in mind, body, and spirit. In this context, we are not a replacement for the home or the church. Our ultimate goal is to equip and prepare well-educated, mature Christian men and women to best fulfill God’s calling in their lives. We stand upon and are inspired by five core values which represent the heart and soul of FHCS. Fifth and foremost, we operate from a **Biblical, Christ-centered foundation** in all that we do. We are **rigorously academic** – we place tremendous value on the quality of education we offer. Accordingly, we are proud of and grateful for our **exceptional faculty** who serve as strong and faithful educators for our students every day. We are fully committed to **discipleship and Christ-centered mentorship** as we realize learning through long-standing relationships with positive role models is critical to ongoing growth and maturity. Finally, we are **independent and non-denominational**, operating with complete institutional freedom as we strive to follow and honor the Lord alone.

WHERE ARE WE GOING AS A SCHOOL?

Numerous parents, teachers, administrators, Board members, students, and community supporters have faithfully and consistently gone before the Lord in prayer for several years seeking the Lord’s guidance for our school. Over the past two years, these FHCS prayer warriors have been inspired by the Lord to pursue a bold growth plan, called Vision 2030. We believe the Lord has called us to prepare to serve 300 students by 2030 by pursuing advancements in several key areas including Staff Development, an enhanced Student Experience, Marketing, Facilities Improvement, & Long-term Investment. Vision 2030 is big & bold. And, so is the Lord. We are completely trusting Him. And, we fully expect this vision from the Lord to be fully realized. Within Vision 2030, there is a tremendous amount of margin available for new and different priorities, strategies, and ideas.

JOB SUMMARY

The overall responsibility of the 5th-12th Grade Band Teacher is to educate, direct, and produce all instrumental music classes along with the corresponding concerts and productions. We are currently looking at this being a part time job, but could be full time depending on responsibilities assigned.

JOB SUMMARY FHCS BAND Director – 5 classes, possibly more. Part time, possibility of full time

Role and Responsibilities

- Develop and grow instrumental program (Band, Strings, Worship Band) to include quarterly performances/chapels and possible tours
- Teach and grow 5th -6th grade Band
- Teach and grow Intermediate Band
- Teach and grow Advanced Band
- Conduct music performances, at least 2 per year, may include more
- Adhere to FHCS policies, procedures/processes, and codes
- Performs other related assigned duties

PHYSICAL & WORK REQUIREMENTS:

- Professional appearance appropriate for school and community meetings and events
- Evening and weekend work as needed

WHAT KIND OF PERSON ARE WE LOOKING FOR?

We are looking for a person of great faith in Jesus Christ who can build upon our strong foundation and help Flint Hills Christian School flourish in its next season of growth. We are looking for a high-integrity, biblically grounded and caring individual, a passionate educator of youth, a strong developer of student's unique potential, an enthusiastic instructor, a strong communicator, and someone who deeply believes in Christian education. If you have these qualities, you have great potential to succeed as a part of our Flint Hills Christian School community.

REQUIRED BACKGROUND, COMPETENCIES & EXPERTISE:

- Must have a minimum of a bachelor's degree in instrumental performance or music education
- Must have an excitement about working with elementary and junior high students
- Must have adequate instrumental expertise in a wide variety of musical styles (classical, musical theatre, modern worship) as well as excel at: rhythmic stability, musicality, reading open score, and sight reading
- Must have the ability to lead production rehearsals
- Must have the ability to design shows, events, and thrive on a team of artists
- Must be a Christian with a consistent testimony among his/her family, peers, and students
- Must have excellent interpersonal and customer service skills
- Ability to communicate effectively both written and verbally
- Must be proficient with Microsoft Office Suite or related software
- Must have strong organizational skills
- Ability to exercise initiative and sound judgment and to react with discretion under varying conditions

PREFERRED BACKGROUND, COMPETENCIES & EXPERTISE:

- Advanced degree from an accredited college/university in a field of study relevant to this position
- Valid teaching certificate/license
- Experience as a Band Director
- Experience working in a private Christian school

WHY WORK FOR FLINT HILLS CHRISTIAN SCHOOL? WHAT'S IN IT FOR YOU?

- **Higher Call.** Opportunity to glorify the Lord by serving in a key position for a Christ-centered school.
- **Health Insurance.** 75% of premiums paid for health insurance for employee coverage. Family coverage can be added for an additional cost.
- **Simple IRA.** FHCS offers a Simple Individual Retirement Account (IRA) and a dollar-for-dollar FHCS-funded match of up to 3% of the Teacher's base pay. Actual match is dependent on the Teacher's contribution rate to the Simple IRA and is applied each pay period.
- **Life Insurance.** \$10,000 of term life coverage.
- **Paid Holiday Leave.** All standard school holidays including Christmas and spring vacations.
- **Sick Leave.** Seventy (70) hours of sick leave per year. Should additional one (1) year contracts be offered in the ensuing year, unused sick leave may be allowed to accumulate up to two hundred ten (210) hours. These days may be used for extended illness only.
- **Personal Leave.** Two (2) personal days each year granted upon request. Personal days may be used for conducting business for family needs including vacation. Personal leave cannot accumulate for future use.
- **Maternity Leave.** 6 weeks of maternity leave. 2 of the 6 weeks are paid by the school. 4 of the 6 weeks are unpaid.
- **Tuition Discount.** 100% tuition discount for the Fifth student. 50% discount for additional students.
- **Flexible Spending Account.** Tax-advantaged account for medical spending with school paying administrative fees on the account.