



13725 Starr Commonwealth Road Albion, MI 49224

Dear Prospective Co-worker;

Thank you for seeking employment with Starr Commonwealth. Starr Commonwealth is a not-for-profit agency that provides a wide array of services to children, youth, and families from locations throughout Michigan and Ohio. From prevention and enrichment to residential treatment, Starr offers more than 20 programs – all based on creating powerful environments.

To be considered for an employment interview, please read and complete all of the enclosed documents and follow instructions thoroughly.

Instructions for application for employment process:

1. Complete the following forms and submit to Starr Commonwealth's Central Office at the address below:
Application for Employment, Supplement of Application for Employment, Ohio Criminal Background Check, and Authorization for Pre-Employment Drug Testing.

Human Resources Department
Starr Commonwealth
13725 Starr Commonwealth Rd.
Albion, MI 49224

Please follow the instructions thoroughly so that your application process is not delayed.

Thank you for your interest in Starr Commonwealth.



In 1913 the Creed of Starr Commonwealth was born. Today we continue to take to heart what Floyd Starr so compassionately penned that day as his core belief and the foundation of our organization, "there is no such thing as a bad boy."*

This core value is represented in our mission, vision and core values. The values we seek to nurture and live by are **honesty, compassion, respect, responsibility** and **fairness**.

It is these core values that guide us and allow us to continue to build upon Starr's strength-based treatment philosophy and provide hope for today's children and families.

*Starr Commonwealth changed the statement to read, there is no such thing as a bad child, to reflect the care of girls as well as boys.

We believe there is no such thing as a bad child.

We believe everyone has the responsibility to help and no one has the right to hurt, physically or verbally.

We believe people can change and problems are solvable opportunities that facilitate growth and development.

We believe in recognizing and developing the strengths of all children and families.

We believe in the oneness of humankind and will embrace all people as social equals, valuing their diversity.

We believe all children deserve positive relationships.

We believe in the principles of servant leadership and are obligated to help one another reach full potential.

We believe all people can be contributing community members with a commitment to social interest and volunteerism.

We believe all people are spiritual beings and, in order to reach their full potential, children and families must be given opportunities for spiritual growth.

Vision:

Be a national leader in strength-based practices for children and youth.

Mission:

Create positive environments where children can flourish.

Starr Commonwealth

EQUAL OPPORTUNITY EMPLOYER

Date _____ Position applied for _____

If hired when would you be available to begin employment? _____

Name _____ Social Security # _____

Address _____ City _____ State _____ Zip _____

Telephone Number _____ Driver's License # _____ Email _____

Temporary Address _____ City _____ State _____ Zip _____

Do you have a relative(s) currently working at Starr or serving on Starr's Board? If so, whom? _____

Are any of your college or work records listed under another name (specify)? _____

Are you restricted from becoming legally employed in this country because of visa or immigration status? Yes No

LIST PREVIOUS EMPLOYERS – MOST RECENT FIRST – INCLUDE MILITARY SERVICE Note: This section should be completed even if a resume is attached. Please attach separate sheet to list additional employment experience.

From:	To:	Name /Address of Employer:	Position Title and Responsibilities:
Supervisor: _____			
Reason for Leaving: _____			
		Phone: _____	
From:	To:	Name /Address of Employer:	Position Title and Responsibilities:
Supervisor: _____			
Reason for Leaving: _____			
		Phone: _____	
From:	To:	Name /Address of Employer:	Position Title and Responsibilities:
Supervisor: _____			
Reason for Leaving: _____			
		Phone: _____	

Have you ever been dismissed or asked to resign from any position? No Yes Explain _____

Military Service History: Number of Years in Service _____ Rank at Separation: _____

Military Occupation Specialty: _____ Special Training: _____

Type of Discharge: _____

Type of School	Name and Location of School	Number of Years Attended	Degree	Course of Study	GPA
High School					
College					
Other (Give type)					

Please indicate any professional, trade, office, technical or other skills and abilities that you possess (typing, shorthand, office machines, keypunch, programming, maintenance), if applicable to job for which you are applying.

Skill	Length and kind of training	Years of experience

Indicate experience with youth (other than above) including voluntary work _____

Memberships in professional organizations (excluding organizations whose affiliations indicate race, color, religion, national origin or ancestry) _____

List sports, hobbies, and special interests in which you have been actively involved _____

Have you ever been convicted of any crime? No Yes Explain _____

Are there any criminal charges pending against you? No Yes Explain _____

Has your driver's license been suspended or revoked at any time? No Yes Explain _____

May we contact your present employer upon serious consideration for employment? No Yes

References other than former employers or relatives

Name and Occupation	Address	Phone Number
1. _____		
2. _____		
3. _____		

I understand that this application and the personnel policies do not constitute employment. I understand that to be employed I must be lawfully authorized to work in the United States, I must show the employer documents that will verify this.

I, the undersigned applicant at Starr Commonwealth, hereby authorize Starr Commonwealth, its agents, employees and representatives, to obtain information concerning the employment, educational record, law enforcement record, and any other background information about me. I do further consent to the release of such information by any source. All privileges relating to such disclosure to Starr Commonwealth, its agents and representatives, are hereby waived. I hereby release from liability or damage those individuals who may provide such information. A photocopy of this authorization and the signature below shall be as effective as the original.

I hereby certify that the information given in this application is complete, made truthfully, without evasion. I understand that falsified information and/or deliberate omissions on this application are sufficient cause for refusal of employment or dismissal if employed.

Applicant Signature _____ Date _____

You may attach and mail any additional information you feel necessary to complete or clarify your application, to:

Human Resources Department
Starr Commonwealth, 13725 Starr Commonwealth Rd., Albion, MI 49224



The Ohio Department of Human Services which licenses the Columbus and Van Wert facilities of Starr Commonwealth requires that the following information be obtained from all applicants for employment.

Have you ever been convicted or resigned from a previous position because of:

(1) Any sex offense codified in Chapter 2907 of the Revised Code or any substantially similar offense under existing or former municipal ordinance, law of this or any other state, or the United States.

Yes _____ No _____

(2) Endangering children as that offense is codified in Section 2919.22 of the Revised Code or any substantially similar offense under existing or former municipal ordinance, law of this or any other state, or the United States.

Yes _____ No _____

(3) Corrupting another with drugs as that offense is codified in Section 2925.02 of the Revised Code or any substantially similar offense under existing or former municipal ordinance, law of this or any other state, or the United States.

Yes _____ No _____

(4) Trafficking in drugs as that offense is codified in Section 2925.03 of the Revised Code or any substantially similar offense under existing or former municipal ordinance, law of this or any other state, or the United States.

Yes _____ No _____

(5) A crime of violence as that term is defined in Division (I) of Section 2901.01 of the Revised Code.

Yes _____ No _____

(6) Child abuse or neglect as these offenses are defined in Section 2151.03, 2151.031, and 2151.05 of the Revised Code.

Yes _____ No _____

Signature

Date



Starr Commonwealth offers excellent comprehensive benefits, including medical, dental, vision, and prescription coverage after a 90-day waiting period. Our benefits also allow a generous all -purpose leave package, tuition programs, tax-sheltered annuity options, and short and long-term disability insurance. Another benefit of working here is our defined-benefit pension plan.

Medical Insurance

Starr Commonwealth offers excellent coverage for our employees. There are three plans available to employees offering varying degrees of co-pays and options. Starr also offers a wellness benefit to encourage our employees to be well and stay healthy by exercising prevention.

Prescriptions

All of our employees are eligible to receive prescription coverage. The outright cost to employees is very low, especially when using the convenient mail-order service.

Flexible Spending Account

A flexible spending account can be set up to use pre-tax dollars for health care reimbursement, dependent care, short-term disability premiums, insurance premiums, and COBRA premiums for dependents.

Vision Insurance

Starr Commonwealth wants all employees to have clear vision, figuratively and literally. Our excellent vision plan will help you see a bright future with us.

Dental Insurance

Starr provides dental insurance to its employees with very low co-pays.

Disability

While short term disability is available at a very low cost to employees, long-term disability is available to all employees at no additional cost.

Life Insurance

Starr Commonwealth provides life insurance on all employees that equals two times their salary at no additional cost to the employee.

Defined-Benefit Pension Plan

Starr Commonwealth cares about its employees and their financial well-being. We consider the defined-benefit pension plan (a rarity now) to be an excellent way to reward your service to the organization and after five years you are fully vested. In addition, all contributions to the pension plan are made by Starr Commonwealth.

Tuition Reimbursement

We see the strengths in our employees, too. In order to help, we have a tuition reimbursement plan for approved courses of study.

All-Purpose Paid Leave

A generous all-purpose paid leave benefit is available to full-time employees.

Holidays

Ten paid holidays are scheduled throughout the year.

Tax-Sheltered Annuity Option

This benefit is available to all employees. Please contact Human Resources for more information.



Effective October 29, 1993, in accordance with Ohio State law, Starr must require of its new employees a criminal background check, conducted by the Bureau of Criminal Investigation, Inc. and FBI. Starr Commonwealth will sustain the cost of those investigations.

Starr Commonwealth's new employee trainee period is 6 months; we expect to receive the results of these checks within 4 to 6 weeks. If the BCII informs us that you have committed one of the disqualifying offenses listed below, your employment with Starr Commonwealth shall be terminated immediately.

Disqualifying Offenses

Aggravated murder, murder, voluntary manslaughter, involuntary manslaughter, felonious assault, assault, aggravated assault, aggravated menacing, failing to provide for a functionally impaired person, offenses against residents or parties of care facilities (patient abuse), kidnapping, abduction, child stealing, criminal child enticement, rape, sexual battery, corruption of a minor, sexual imposition, gross sexual imposition, importuning, voyeurism, public indecency, felonious sexual penetration, compelling prostitution, promoting prostitution, prostitution, procuring prostitution, disseminating matter harmful to a juvenile, pandering obscenity, pandering obscenity involving a minor, pandering sexually oriented matter involving a minor, illegal use of a minor, aggravated robbery, robbery, aggravated burglary, burglary, unlawful abortion, endangering children, contributing to the delinquency of children, domestic violence, carrying concealed weapons, having weapons while under disability, improperly discharging a firearm at or into a school or house, corrupting another with drugs, trafficking in drugs, adulterated food, arson, aggravated arson.

I have _____ have not _____ been a resident of Ohio for the past 5 years.

My residence for the past 5 years has been (specify state)_____.

I have read and understand this memorandum, and I authorize Starr Commonwealth to conduct the aforementioned BCII and FBI background checks. I hereby certify that I have not committed any of the disqualifying offenses listed above.

Signed: _____ Date: _____



I agree to undergo pre-employment drug testing as a condition of employment with Starr Commonwealth.

I agree that if I refuse to be tested for drugs or if Starr Commonwealth receives a positive test result which reveals the use of controlled substances without a lawful prescription, I will not be considered for employment. I understand that if my active employment with Starr Commonwealth begins before the test results are obtained, positive results will result in my immediate termination.

I hereby authorize the laboratory or testing facility to release the results of my drug tests and its representatives who need to know the results in order to make a decision regarding my employment.

**I have read and understand the Starr Commonwealth Pre-Employment Drug Testing Policy.
If I am offered a position at Starr Commonwealth, I will submit to a drug test.**

Date: _____

Applicant's Name (please print): _____

Applicant's Signature: _____