JOB ANNOUNCEMENT: Humanities Teacher

REPORTS TO: Department Chair and Dean of Faculty

EMPLOYEE STATUS: .44 - .67% FTE, Exempt, Academic-Year

WORK SCHEDULE: Bay teachers are expected to attend their classes, tutorial periods, staffulty and collaborative course team meetings, applicable orientations, and professional development days. See the job description for more details.

AGREEMENT TERM DATES: Nov 30, 2026 through May 30, 2027

Located in the Presidio of San Francisco, The Bay School is an independent, college-preparatory high school committed to equity and belonging within Bay and beyond. The school seeks to provide its students with a challenging, innovative curriculum and a collaborative, supportive community. Our staff and faculty members ("Staffulty") foster and model curiosity, critical thinking, intentionality, open dialogue, and good humor. Bay students have been described as engaged and thoughtful self-advocates who value community and courage. Please visit our precepts and academics pages to learn more about our school.

The Bay School considers all qualified applicants for employment and does not discriminate on the basis of race, color, religion, identity, national origin, ancestry, age, sexual orientation, gender identity, and gender expression (SOGIE), ability or any other characteristic protected by law. We are committed to having a staffulty and student body that reflect the diversity of the Bay Area. We strongly encourage those with a demonstrated dedication to social justice, collaboration, innovation and student-centered education to apply. We encourage BIPOC candidates to apply.

The Bay School does not participate in the USCIS E-Verify program, and we do not sponsor work visas.

Job Description

Bay's Humanities department is an interdisciplinary department whose courses incorporate the teaching of writing, literature, social studies, art history, religion, and philosophy. Each semester-long class meets three times a week in a rotating block schedule. Bay's block schedule allows students to delve deeply into project- and inquiry-based learning across all courses. Teachers of our core courses have a common prep block and use it to work collaboratively in weekly required course team meetings to ensure alignment of curriculum and assessment among sections/teachers.

Required Qualifications

EDUCATION: B.A. required, M.A. preferred
EXPERIENCE: 1-3 years of teaching in the Humanities preferred, including substantial experience teaching 20th century history, writing and / or literature.
COMPUTER SKILLS: Proficient in Google Suite and familiarity with PC and Mac platforms and LMS and SMS systems.
OTHER REQUIREMENTS: Job offers are contingent upon clear background checks and TB risk assessment. Other requirements include completing first aid/CPR training, mandated reporter training, anti-harassment training, workplace violence prevention training, and bloodborne pathogen training. Access to these mandatory trainings are provided and paid for by the school.

Key Responsibilities

Teaching

- Collaboratively designing curriculum and aligning curriculum with course teams, the department goals and the school's mission;
- Designing skills-based formative and summative assessments;
- Grading student work and providing feedback in a timely manner;
- Communicating regularly with students, parents, guardians and advisors regarding student progress;
- Having one-on-one student meetings as needed;
- Scheduling and attending course team meetings;
- Attending weekly staffulty or department meetings on Tuesday afternoons.

Community Support

- Attending Morning Meeting three days a week;
- Monitoring a "Flex" block (study hall) one block per week each semester;
- Holding tutorial at the end of the school day three days a week;
- Modeling community engagement by being present throughout the school day, serving as a club leader, serving on committees, and participating in admissions events (as examples);

The Ideal Candidate

- Finds resonance with The Bay School mission, philosophy, and precepts;
- Dedicates themselves to anti-bias and equity work and understands the social justice dimensions of education;
- Commits to ongoing professional growth;
- Welcomes and learns from feedback;
- Enjoys being in a high school community;
- Values mindfulness as a practice;
- Is comfortable teaching skills-based courses

- Values individual learning profiles by teaching in multiple modalities and offering differentiated instruction;
- Employs and is excited by student-centered teaching strategies (project-based, place-based, problem-based, and experiential learning);
- Has experience teaching secondary education and brings a diversity of teaching and life experiences to their work;
- Values collaboration, teamwork, and feedback as a part of professional growth;
- Commits to innovation, professional development, and reinvention;
- Is curious and resourceful;
- Enjoys working with and inspiring high-school learners in all areas of school life.

Physical Requirements

- Ability to sit/stand for long periods of time;
- Ability to move around campus. The Bay School campus has three separate buildings that are across the street from each other. Classrooms and offices are spread throughout all three buildings. All buildings are ADA compliant.
- High frequency of viewing a computer monitor.

Work Environment

- The Bay School campus has three separate buildings that are across the street from each other. Classrooms and offices are spread throughout all three buildings and teachers may be asked to move among these spaces during the day;
- Teacher offices are shared spaces, typically with three other teachers. Teachers are assigned office spaces to intentionally mix the disciplines of the inhabitants;
- Teachers may teach in different classrooms throughout the year;
- The noise level in the work environment is moderate to loud during school hours and usually quiet outside of school hours;
- The Bay School lunch service is provided by Acre Gourmet and is available to all employees and subsidized by the school. Staffulty eat lunch in shared dining room spaces with students, in their offices or in the Staffulty lounge on the fourth floor.

Salary is based on years of secondary school work or relevant experience. The full-time faculty salary range for the 2026-27 school year is $91,462- 160,760. Bay also offers a strong benefits package for long-term employees working at least 60% of full time.

Please review the full job description here. If interested in the position, please review our website (www.bayschoolsf.org) to learn more about The Bay School, the

humanities curriculum, and our community. If interested in the position, please send all items below to jobs@bayschoolsf.org, subject line: **Humanities Spring 2027**

1. Cover letter describing your interest in the position as well as how you anticipate contributing to The Bay School;
2. Resume/C.V.;
3. A list of references--a minimum of 3, including a current supervisor, departmental colleague, and colleague outside of your department.