



**JOB ANNOUNCEMENT:** Mathematics Teacher

**REPORTS TO:** Department Chair and Dean of Faculty

**EMPLOYEE STATUS:** 100% 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:** July 1, 2026 through June 30, 2027

**START DATE:** July 20-24 team retreat; on-campus work begins August 6, 2026

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**

The Bay School math program employs a pedagogical approach that incorporates inquiry-based practices and real-world applications. Block periods allow students to delve deeply into rich problem- and inquiry-based learning across all courses. Our math teachers have a strong commitment to innovative curricular design, progressive pedagogy, and social justice--all in service of student learning and

growth. Teachers of our core courses have a common prep block and use it to work collaboratively to ensure alignment of curriculum between sections/teachers.

Instructors are responsible for teaching nine courses per year. This load can be dispersed as four courses each semester, coupled with one three-week Immersive course in the winter or the spring OR three (or four) courses in one semester, two three-week Immersives, and four (or three) courses in another semester. Each semester-long class meets three times a week in a rotating block schedule. Faculty are expected to be present on campus for their first obligation of the day, which will generally occur at 8:25 AM each school or faculty-work day, and remain on campus until the school day and their work obligations are finished, which will be anytime from 2:30-4:30 PM, depending on the class and meeting schedules. Each Immersive course meets daily for three weeks from 9am-3pm, with the potential for field trips and experiential learning that extend beyond the traditional school day.

## **Required Qualifications**

**EDUCATION:** B.A. required, M.A. preferred

**EXPERIENCE:** The candidate should have experience teaching all levels of high school mathematics, including calculus, preferably beyond; experience with or interest in advising student math clubs and coordinating math competitions, preferred.

**COMPUTER SKILLS:** Proficient in Google Suite and familiarity with PC and Mac platforms as well as 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 schools 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.

## **Advising**

Serving as an advisor to a group of 8-10 students (advisors work with the same group of students for four years)

- Meeting as a group with the advisory once per week for 25 minutes;
- Attending and chaperoning additional grade level events and special events;
- Participating in grade level orientation before the first day of class;
- Serving as the primary point person with the school for parents and guardians.

## **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);
- Attending Back to School Night in September;
- Supporting the admissions program by attending a limited number of admissions events.

## **The Ideal Candidate**

- Finds resonance with The Bay School mission, philosophy, and precepts;
- Shows evidence of continued commitment to anti-bias and equity work, and understands the social justice dimension of education;
- Commits to ongoing professional growth;
- Welcomes and learns from feedback;
- Enjoys being in a high school community;
- Values and incorporates mindfulness as a practice;
- Is comfortable teaching various levels of high school math particularly advanced courses;
- Values and demonstrates understanding of 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 in secondary education and brings a diversity of teaching and life experiences to their work;
- Values and seeks out 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**

- Teacher offices are shared spaces, typically with three other teachers. Teachers are assigned office spaces to intentionally mix 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. Staff usually eat lunch in shared dining room spaces with students, in their offices or in the Staff lounge on the fourth floor.

## **Compensation**

Salary is based on years of secondary school work or relevant experience. The full-time faculty salary range for the 2025-26 school year is \$89,310 to \$153,837. 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](http://www.bayschoolsf.org)) to learn more about The Bay School, our mathematics curriculum and our community. To apply for the Mathematics Teaching Position, email all of the items below to: [jobs@bayschoolsf.org](mailto:jobs@bayschoolsf.org), subject line: **MATH 26-27**.

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--minimum of 3, including a current supervisor, departmental colleague, and colleague outside of your department.