



High School Special Education Teacher

2025-2026 School Year

Text SpEd25 to (720) 964-1157 to start the application process!

About Us

Eagle Ridge Academy (ERA) is a college preparatory public charter high school in Brighton, CO. With a focus on academic excellence, ERA ensures students are prepared for success at the college level upon graduation.

- **Top Achievements:**
 - Among the highest graduation rates in the Denver Metro area
 - Leading SAT and PSAT scores in School District 27J
 - 85% of graduates accepted to four-year universities
 - 100% of graduates enroll in two- or four-year colleges

Why Join ERA?

As part of our team, you will guide and inspire students to reach their full potential while preparing them to become lifelong learners and outstanding individuals. You'll join a supportive, collaborative environment dedicated to fostering academic achievement and inclusivity.

Teacher Support & Professional Development

At ERA, you'll benefit from:

- Coaching and mentorship from experienced instructional leaders
- Job-embedded professional learning tailored to your growth
- Training in the **Teach Like a Champion** framework to enhance student engagement and achievement

Compensation/Salary:

- Bachelor's Degree: \$55,640.00-\$78,617.86/year - **no experience cap!**
- Master's Degree: \$59,920.00-\$84,665.39/year - **no experience cap!**

Benefits Overview:

We offer a robust, comprehensive benefits package that includes:

- **Employer-paid benefits package includes:**
 - Medical Insurance: Choice of two UMR United Healthcare Plans or Kaiser HMO
 - Health Savings Account (with employer HSA contribution)
 - Dental Insurance: PPO plan through Delta Dental
 - Vision Insurance: Through VSP
 - Short-Term/Long-Term Disability Insurance
 - \$20,000 Term Life Insurance: additional supplemental life insurance plans are available voluntarily.
 - Professional Liability Plan: through the Professional Association of Colorado Educators

- (PACE) - click [here](#) to learn more
- Employee Assistance Program (EAP) supporting you and your dependents with in-person or virtual support - up to 8 therapy and 8 coaching sessions
- **Paid Time Off:**
 - 6 PTO days per year (with an annual sell-back option at \$25/hour)
 - 6 paid Sick/HFWA days per year (with an annual sell-back option at \$25/hour)
- **Additional Benefits:**
 - Flexible Spending Plans
 - Retirement plan: Colorado (PERA) defined benefit pension with additional voluntary savings options - Click [here](#) to learn more!
 - Voluntary Retirement Savings Plans: 401k, 403b, 457, and Roth IRA
 - Aflac voluntary coverage

For full benefit details, visit our [2024-25 Benefits Page](#).

Required Qualifications:

- Bachelor's degree
- Valid Colorado Department of Education teaching license, with an endorsement in special education
- Good organizational and communication skills
- The ability to handle many complex tasks simultaneously
- The ability and interest to be part of a high-functioning team. (Having respect and trusted colleagues, preferably as teammates, makes the demands of teaching sustainable)
- The ability and interest to learn continuously and to adapt to changing circumstances (student characteristics, curriculum, and so on)
- A belief in empowering all children as owners of their own learning

Preferred Qualifications:

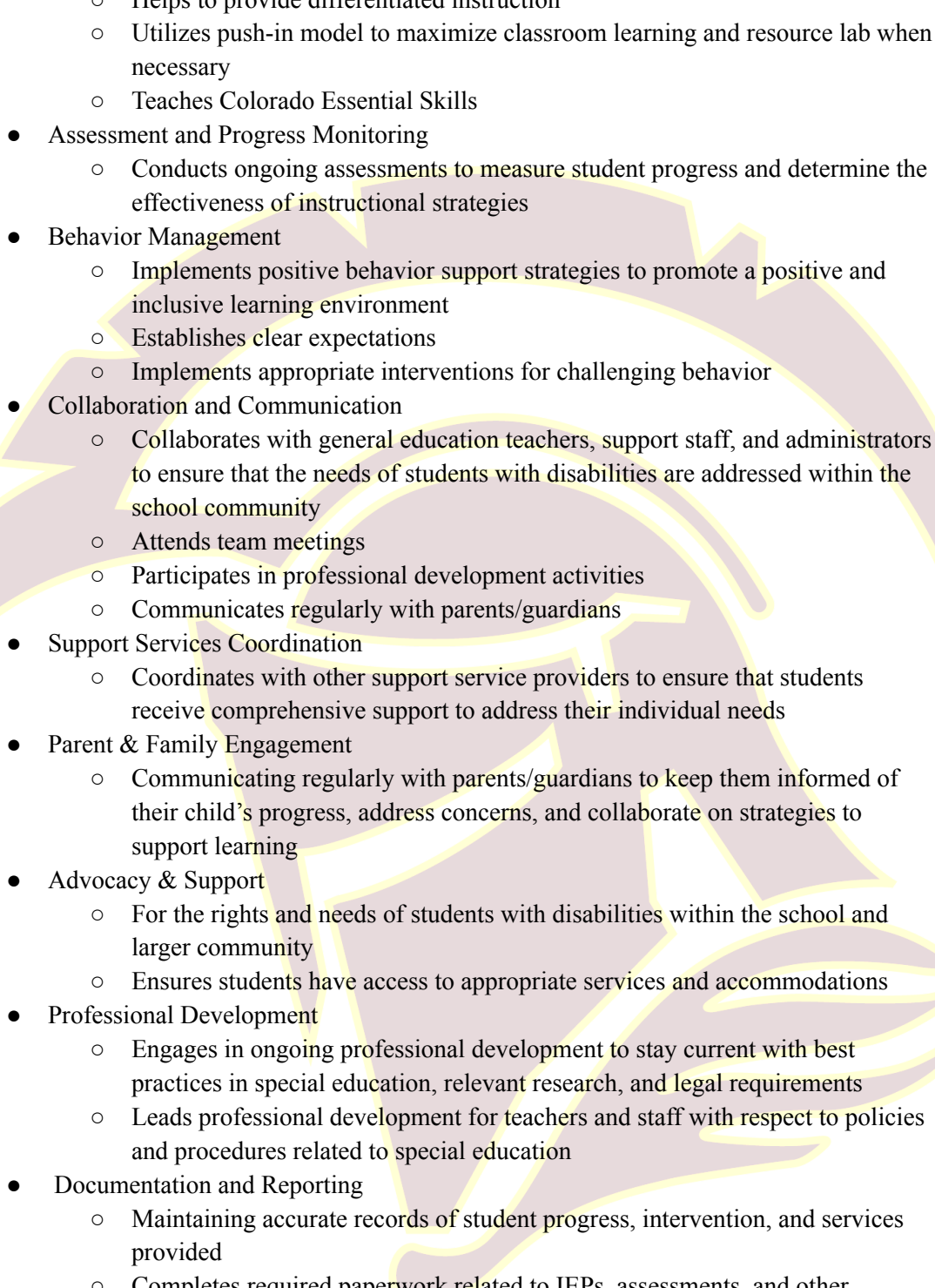
- Master's degree
 - Previous experience working as a special education teacher in a high school setting
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Application Process:

To apply, complete our online application: [Careers At Eagle Ridge Academy](#). We are seeking professional, highly qualified candidates to join our team.

Essential Job Responsibilities:

- Individualized Education Plan (IEP) Development and Support
 - Collaborates with team (teachers, support staff, parents, and students) to develop and implement individualized education plans for each student.
 - Assesses student needs, sets goals, and determines appropriate accommodations and modifications.
- Instructional Planning & Delivery
 - Designs and delivers instruction that meets the diverse needs of students with disabilities
 - Adapts curriculum materials and helps general education teachers with this practice

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- Helps to provide differentiated instruction
 - Utilizes push-in model to maximize classroom learning and resource lab when necessary
 - Teaches Colorado Essential Skills
 - **Assessment and Progress Monitoring**
 - Conducts ongoing assessments to measure student progress and determine the effectiveness of instructional strategies
 - **Behavior Management**
 - Implements positive behavior support strategies to promote a positive and inclusive learning environment
 - Establishes clear expectations
 - Implements appropriate interventions for challenging behavior
 - **Collaboration and Communication**
 - Collaborates with general education teachers, support staff, and administrators to ensure that the needs of students with disabilities are addressed within the school community
 - Attends team meetings
 - Participates in professional development activities
 - Communicates regularly with parents/guardians
 - **Support Services Coordination**
 - Coordinates with other support service providers to ensure that students receive comprehensive support to address their individual needs
 - **Parent & Family Engagement**
 - Communicating regularly with parents/guardians to keep them informed of their child's progress, address concerns, and collaborate on strategies to support learning
 - **Advocacy & Support**
 - For the rights and needs of students with disabilities within the school and larger community
 - Ensures students have access to appropriate services and accommodations
 - **Professional Development**
 - Engages in ongoing professional development to stay current with best practices in special education, relevant research, and legal requirements
 - Leads professional development for teachers and staff with respect to policies and procedures related to special education
 - **Documentation and Reporting**
 - Maintaining accurate records of student progress, intervention, and services provided
 - Completes required paperwork related to IEPs, assessments, and other documentation as mandated by district, state, and federal regulations
 - **Contributes to a positive learning environment through collaboration with peers in committees, teams, and duty assignments**
 - **Other duties as assigned**
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Equal Opportunity Employer:

Eagle Ridge Academy is an equal opportunity employer. We are committed to an inclusive environment for all employees. We do not discriminate based on race, color, national origin, sex, disability, age, religion, sexual orientation, gender identity, or any other protected status in accordance with applicable laws and regulations.

Posting Timeline:

Opening Date: March 7, 2025

Closing Date: May 31, 2025, or until filled

Join our team and make a difference in the lives of our students!

