



## **In-House Substitute Teacher (Full-Time)**

**2025-2026 School Year**

Text **InHouseSub25** 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

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### **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

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### **Compensation/Salary:**

- \$155.00/day

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### **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 [2025-26 Benefits Page](#).

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### **Essential Job Duties & Responsibilities:**

- Maintains strong classroom management.
  - Maintains a safe and respectful learning environment in alignment with the school's policies, mission statement, and core values.
  - Builds a positive rapport with students and staff while fostering a supportive classroom atmosphere.
  - Takes responsibility for student achievement.
  - Implements lesson plans left by teachers and adapts as necessary to ensure student understanding.
  - Utilizes school technology platforms (e.g., Google Classroom, Infinite Campus, etc.).
  - Evaluates, records, and reports student progress.
  - Assigns lessons and corrects homework as needed
  - Accurately records attendance
  - Communicates effectively with administrators and teaching staff regarding student concerns or incidents.
  - Confers with students, parents, and school counselors to resolve behavioral and academic problems.
  - Administers assessments as needed
  - Instructs students, using various teaching methods.
  - Participates in faculty and meetings, educational conferences, and professional development.
  - Tutors struggling students as needed.
  - Assists classroom teachers as needed.
  - Assists with lunch duty/monitoring study halls.
  - Support the front office with other assigned duties when not in the classroom.
  - Other duties as assigned.
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### **Required Qualifications:**

- High School Diploma
- Valid Colorado Department of Education teaching license or a valid substitute authorization
- Excellent organizational and communication skills
- 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:**

*Preferred candidates will have all items listed under the “Required Qualifications” section as well as:*

- A bachelor’s degree
  - High school teaching or substitute teaching experience 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.

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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.

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**Posting Timeline:**

**Opening Date:** May 16, 2025

**Closing Date:** June 30, or until filled

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

