POSITION: LEAD TEACHER
(BILINGUAL ENGLISH/Spanish PREFERRED)

PROGRAM: CHILD DEVELOPMENT DIVISION OF COMMUNITY BRIDGES
SANTA CRUZ COUNTY

Community Bridges envisions a thriving community where every person has the opportunity to unleash their full potential. Our family of ten programs delivers essential services, provides equitable access to resources, and advocates for health and dignity across every stage of life.

POSITION DESCRIPTION:
Through the oversight of the Division Program Director, the Lead Teacher assists the Site Supervisor in providing a quality, developmentally appropriate education program for children and families that meets the Community Care Licensing Regulations and the CA Dept. of Education Funding Terms and Conditions. The Lead Teacher will oversee the environment in classrooms and ensure child health and safety, appropriate curriculum and materials and build positive relationships with children, families, and staff. The Lead Teacher will assist the Site Supervisor in providing support mentoring and supervision of other staff in fulfilling their job duties.

DUTIES AND RESPONSIBILITIES:
1. The health and safety of children is the #1 priority. Reads and adheres to “Safety Practices and Protocols” to ensure safety of children.
2. Provide orientation, mentoring, training and supervision of other site staff, Including Assistant & Associate Teachers Floaters, Substitutes and volunteers.
3. Plans and implements curriculum projects and activities with team members with a special focus on a primary group of children.
4. Ensures a developmentally appropriate, nurturing environment that meets the needs and expressed interest of the children in language development, early literacy, creative expression, pre-math skills, social/emotional development, positive conflict resolution and independent thinking.
5. Supports and upholds NAEYC Accreditation criteria; participates in annual self-study.
6. Oversees, creates and maintains age-appropriate indoor/outdoor environment.
7. Provides leadership in assigned classroom to include training, modeling, coaching and mentoring of Associate Teachers, subs and volunteers.
8. Assists in the planning and implementation of Parent/Teacher & Parent Council meetings and attends and participates in parent meetings.

9. Complies with State mandates of Desired Result for Families and Children mandates as follows:
   a. Conducts regular written observations of children in the primary care group to assess their strengths and needs and to document their developmental growth.
   b. Completes written observations on primary care group and links those observations to the 42 Measures.
   c. Completes Developmental Profile-r and Written Goals for every primary care child within 60 days of enrollment and every six months thereafter.
   d. Uses the Developmental Profile and Child Summary Sheet for Parent Conferences to share information and establish goals for child with parent.
   e. Uses the Developmental Profile-r and written goals to plan and implement developmentally appropriate curriculum and activities linked to goals of each individual child as well as the developmental needs and expressed interest of the group.

10. Completes annual program evaluation using Environmental Rating Scale (ECERS) with classroom group.

11. Participates in annual staff satisfaction survey.

12. Assists with meals and snacks to include the setup, serving and cleanup of meals following Child Care Food Program State guidelines.

13. Keeps detailed and accurate records of food purchased and consumed at all Centers in compliance with the Child Care Food Program.


15. Supports fundraising efforts for the Division.

16. Maintains professional competence through participation in continuing education.

17. Complies with all policies and practices as detailed in agency Personnel Policies.


19. Remains knowledgeable about current Center Emergency and Disaster plans and know your specific responsibilities. Conduct monthly safety drills in assigned classroom.

20. Knows location of, and how to use emergency shut-off for water, electricity and gas.

21. Practices fire, earthquake and emergency evacuation drills monthly with class group.

22. In accordance with the Community Bridges Customer Service Plan, provides excellent customer service to clients, colleagues, and the public.

23. Develops and maintains positive community relationships with clients, coworkers, supervisors, partners, stakeholders, and the public.

24. Communicates effectively and respectfully with parents, staff and volunteers at the Center, including persons from different racial, cultural and ethnic groups and from different backgrounds and lifestyles.

25. Performs related duties as assigned.

Job descriptions are intended to be illustrative only; they are not designed to be restrictive or to define each and every assigned duty and responsibility. In an organization of this
nature, each employee is expected to perform such duties as necessary to fulfill the stated goals of the agency.

**MINIMUM QUALIFICATIONS:**

**Knowledge of:**
- methods, philosophy and techniques of early childhood education; and
- report preparation and record keeping.

**Ability to:**
- plan, organize and implement a developmentally appropriate program for children and/or infants;
- work effectively and respectfully in collaboration with coworkers as part of the team;
- use a supportive approach to manage children, especially when dealing with children with physical limitations, developmental or learning delays and emotional challenges;
- respond calmly and appropriately to children’s undesirable behavior such as hitting, kicking, throwing things, spitting or name calling, etc.; and
- react quickly and properly to keep children safe in all circumstances including emergencies.

**LICENSING REQUIREMENTS:**

- Must provide transcripts of college courses prior to beginning employment.
- Must be fingerprinted, complete a Child Abuse Index Check form, and be criminally cleared prior to beginning employment.
- Must provide proof of current immunization records DTAP and MMR prior to beginning employment.
- Must provide proof of Flu shot or sign a declination form
- Must undergo Health Screening and TB test within 7 days of employment.
- Must provide valid CPR certification and Pediatric First Aid training certificate or be willing to obtain both within 30 days of employment.
- Must participate in a Community Care Licensing online Mandated Reporter Training
- Must sign a “Mandated Reporter” agreement, which mandates employee to report suspected child abuse.
- Teachers working in infant rooms must have knowledge of PITC and RIE philosophies pertaining to infant care.

**PHYSICAL REQUIREMENTS**
- Ability to lift up to 40 pounds.
- Ability to stoop, bend, kneel, push, pull, and turn body quickly and get up and down from ground level frequently throughout the day.
- Ability to stand for long periods of time.
OTHER REQUIREMENTS:
- Hold an A.S degree or higher in early childhood education (ECE) or Child Development. Requires 60 units with 24 ECE until, including core courses,
- Or have completed a B.A. or B.S. degree in ECE, with 12 units in either ECE or child development (CD) and 3 units of supervised field experience in an ECE or CD setting.
- Attain and maintain a valid Child Development Permit at Site Supervisor or Program Director level issued by the California Commission on Teacher Credentialing.
- Proficiency in English is required, fluent bilingual English/Spanish is preferred.
- Must be fully vaccinated against COVID-19 by October 23, 2021.

We screen all applicants, require background checks on final candidates consistent with funding regulation requirements and are a Drug-Free Work Place.

UNION:
The Lead Teacher position is represented by the SEIU bargaining unit.

RATE OF PAY AND HOURS:
- This is a regular, non-exempt, 40 hrs/week position.
- This position will be offered between $20.55 - $24.10 per hour (plus a $.40/hr bilingual differential after passing a test administered by the Human Resources Department).
- Employees are expected to transfer to another Center or adjust their assigned shift if needed in an urgent situation.
- Hours are typically between 8:00am-4:00pm, Monday through Friday, but occasional evenings and weekend hours are required for staff meetings, parent/teacher nights, staff training and site work days.
- Attendance at required meetings is mandatory and is a condition of employment.
- On-site attendance is required.

BENEFITS:
- For employee: shared cost medical, dental, vision, life insurance, & Employee Assistance Program. This benefit package is valued at $9,485.04/year.
- First year: 16 vacation days and 10 holidays, with accrual based on 40 hr/wk.
- Sick leave: Eight hours/month, with accrual based on 40 hr/wk.
- May be eligible for up to 4 Wellness Floaters per year after satisfying all eligibility requirements.
- 401(k) Retirement Plan: Agency matches employee contribution up to 4% of annual salary effective during open enrollment period.
- Flexible Spending Account (FSA).
- Dependent Care Reimbursement Program.
- Paid lunch.
TO APPLY:
- Please submit your Community Bridges application by email (hr@cbridges.org), fax (831-688-8302) or in person.
- Resumes can be submitted but will not be accepted in lieu of an employment application.
- The application may be downloaded at: https://communitybridges.org/employment/
- If applicable, please submit any college transcripts, licenses, and/or certificates as an attachment to your application.

COMMUNITY BRIDGES IS AN EQUAL OPPORTUNITY EMPLOYER. Applicants shall not be discriminated against because of age, ancestry, color, religious creed, denial of Family and Medical Care Leave, disability (mental and physical), marital, familial or parental status, medical condition, genetic information, military and Veteran status, national origin (including language use restrictions), race, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), gender, gender identity, and gender expression, political affiliation or sexual orientation.