



# TEACHER

TEACHER (ELECTIVE - ELEMENTARY)

## JOB DESCRIPTION

**JOB TITLE:** Teacher - Elective (Elementary)  
**REPORTS TO:** Campus Principal  
**LOCATION:** Assigned Building

**FLSA STATUS:** Exempt  
**PAY GRADE:** TCH  
**DAYS:** 188 **CALENDAR B**  
**JOB ID & DATE:** TCH-02 | May, 2025

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### JOB PURPOSE SUMMARY

The Elementary Elective Teacher provides students with engaging and developmentally appropriate learning experiences in a designated elective area, helping students fulfill their intellectual, emotional, physical, and social potential. Teachers in this role are responsible for creating inclusive, culturally responsive, and standards-aligned instruction while serving as positive role models. Elective teachers support district and campus initiatives and collaborate with colleagues to ensure every child thrives. All employees of Adams 14 are expected to act with integrity, support organizational goals, utilize feedback to improve their practice, and champion the needs of students.

#### Wellness Specific

Using our district Social Emotional Learning curriculum, ReThink, the Wellness Teacher will support the social emotional learning and needs of students from kindergarten through fifth grade. They will also integrate specific skills as communicated by regular classroom teachers.

#### Physical Education Specific

Provide individualized physical education instruction or services to children

#### Music Education Specific

Provide individualized music education instruction or services to children

#### Art Education Specific

Instructs pupils in art, such as painting, sketching, designing, and sculpturing; Prepares lesson plans and establishes course goals. Provides individual and group instruction designed to meet individual needs and motivate students.

### REQUIREMENTS

#### Education Level Details

Bachelor's degree from an accredited college or university; or  
General qualifications of a teacher as prescribed by the State Department of Education

#### License / Certification Required

Must possess or qualify for a Colorado teaching certificate with an elementary education endorsement or content specific area

#### Work Experience Required

One year residency, student teaching, or classroom experience preferred

#### Other Skills and Abilities Required

Knowledge of core academic subject assigned  
Knowledgeable of state curriculum standards

Bilingual Endorsement preferred  
Regular attendance is essential

## EVALUATION

Performance will be evaluated annually in accordance with provision of the Board's policy on evaluation of professional personnel.

## ESSENTIAL DUTIES AND RESPONSIBILITIES

### Instructional Strategies

- Develop and implement lesson plans aligned with the district's curriculum, demonstrating thoughtful preparation and responsiveness to student needs.
- Design instruction that incorporates interdisciplinary themes and differentiates for diverse learning styles and abilities.
- Utilize a variety of instructional strategies, materials, equipment, and technologies to support effective teaching and learning.
- Deliver instruction in accordance with district guidelines, board policies, and state academic standards.
- Integrate technology meaningfully to enhance student engagement and academic growth.
- Assess student learning styles and apply findings to inform instructional planning.
- Collaborate with special education teachers to modify curricula for students with IEPs, ensuring compliance and inclusivity.
- Work with colleagues to align instructional goals, objectives, and teaching methods across grade levels or content areas.
- Assign and oversee tasks completed by instructional aides or volunteers in support of classroom instruction.

### Student Growth and Development

- Monitor and assess student academic progress using a combination of formal and informal assessments.
- Use assessment data to guide instruction and intervention planning.
- Serve as a positive role model, reinforcing the values and mission of the school district.

### Classroom Management and Organization

- Establish a safe, respectful, and productive classroom environment that supports student learning.
- Implement consistent behavioral expectations aligned with the Student Code of Conduct.
- Take necessary precautions to ensure the safety of students and the proper use of instructional materials and facilities.

#### Communications

- Maintain open, respectful, and professional communication with students, families, colleagues, and community members.
- Foster strong relationships to support student achievement and school culture.

#### Professional Growth and Development

- Engage in professional development to improve job-related skills and stay informed about best practices.
- Comply with all regulations and expectations from the Colorado Department of Education, the district, and the school.
- Attend faculty meetings, participate in school committees, and contribute to continuous improvement efforts.
- Support curriculum development and assist in selecting instructional materials and resources.
- Maintain accurate and timely documentation, reports, and records as required.

#### Policy, Reports and Law

- Comply with all applicable federal laws, including the Individuals with Disabilities Education Act (IDEA), and Title I and Title III program requirements (as applicable), along with other national regulations governing K–12 public education.
- Comply with all State of Colorado education laws and regulations, including the Colorado READ Act (if applicable), the Exceptional Children’s Educational Act (ECEA) (if applicable), and all standards and guidelines established by the Colorado Department of Education (CDE).
- Follow all relevant Board of Education policies and Adams 14 Operational Policies related to curriculum, instruction, assessment, safety, student services, and professional conduct.
- Adhere to district-level procedures and school-based expectations regarding instruction, family communication, data reporting, and school improvement planning.
- Perform other duties as assigned by the building principal or the Superintendent of Schools.

#### Budget Responsibility

- Maintain records of instructional materials, supplies, and equipment usage.
- Ensure responsible management of classroom resources.

## **JOB SPECIFIC RESPONSIBILITIES**

### Wellness

- Teach social-emotional lessons using the ReThink curriculum
- Integrate skills based on classroom teacher input
- Collaborate with staff and families to address student needs
- Track and analyze student SEL progress

### Physical Education

- Prepare and organize indoor/outdoor physical activities
- Implement lessons aligned to fitness and motor skill development
- Demonstrate techniques and reinforce safety protocols
- Coordinate school wide events like Field Day
- Track student fitness and maintain accurate records

### Music Education

- Inspire a lifelong appreciation for music
- Teach foundational music literacy and performance skills
- Plan and direct performances that engage students and families
- Select developmentally appropriate and culturally respectful repertoire
- Reinforce sight-reading, pitch recognition, and rhythm

### Advanced Music (Band and/or Strings)

- Provide upper elementary students with specialized instruction in band and/or string instruments

- Prepare students for ensemble performance by teaching technique, instrument care, and musicianship
- Collaborate with music peers to plan concerts and coordinate instrument distribution
- Scaffold instruction to accommodate beginners and differentiate by skill level
- Facilitate transitions to secondary music programs by ensuring readiness

### Art Education

- Instruct students in various art techniques and media
- Integrate art history and appreciation into lessons
- Manage tools and materials, ensuring safe and responsible use
- Curate student art exhibits for school and community
- Support extracurricular offerings such as art clubs

### STEM Education

- Deliver hands-on, inquiry-based instruction in science, technology, engineering, and mathematics
- Facilitate project-based learning activities that support critical thinking and collaboration
- Utilize coding, robotics, and digital tools aligned with district-supported platforms
- Collaborate with classroom teachers to connect STEM projects to grade-level standards
- Maintain and organize STEM lab materials and technology

## **PHYSICAL REQUIREMENTS/WORKING CONDITIONS**

The physical demands, work environment factors and mental functions described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.

**Physical Demands:** While performing the duties of this job, the employee is occasionally required to stand, climb or balance, stoop, kneel, crouch, or crawl.. The employee must regularly lift and/or move up to 40 pounds.

**Work Environment:** While performing the duties of this job, the employee will work primarily in a usual office or school environment including classrooms, cafeterias, hallways, playgrounds, gyms, and other spaces accessible to students. The Employee may be required to work from a remote location in the event of a district shut-down or other event.

**Mental Functions:** While performing the duties of this job, the employee is regularly required to communicate, compare, analyze, coordinate, instruct, evaluate, and use interpersonal skills. Occasionally required to compile, copy, compute and negotiate.

**TRANSPARENCY IN PAY AND BENEFITS**

Adams 14 is committed to transparency in compensation and benefits and complies with Colorado's Equal Pay for Equal Work Act. We offer a competitive and comprehensive benefits package designed to support the health, financial security, and well-being of our employees.

Compensation for this position is **\$64,501 to \$121,414** per year (2025-2026), based on verified experience and qualifications, and aligned with the Adams 14 salary schedule. This position is scheduled for **188** work days annually. Additional compensation opportunities may be available through stipends or supplemental assignments, depending on job responsibilities.

Benefits include: Paid Time Off (PTO), Medical, dental, and vision insurance plans, District contributions to Health Savings Accounts (HSA), Flexible Spending Accounts (FSA), Employee Assistance Program (EAP) with free and confidential support services, Wellness and preventive care programs. Voluntary coverage options for life insurance, accidental death and dismemberment (AD&D), critical illness, cancer care, legal assistance, and accident insurance are available for all full-time staff.

Retirement and voluntary benefits include: Membership in the Colorado Public Employees' Retirement Association (PERA) and optional retirement savings plans including 403(b) and 457(b).

For more detailed information, please review the Adams 14 Employee Benefits Guide, available on the District website

Employee Printed Name: \_\_\_\_\_ Employee ID Number: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_