



Fremont Union High School District

Position: Special Education Teacher -- Mild/Moderate Support Needs

Department/Site:	FUHSD	Compensation:	Based on Salary Sched. Placement
Reports to/ Evaluated by:	Director of Special Education and/or Site Principals		

Summary of Basic Functions & Responsibilities

Under the direction of site administration and the District Special Services Department, the Special Education Teacher provides specially designed instruction, related services coordination, and case management for students with identified disabilities who require mild to moderate levels of support in accordance with the Individuals with Disabilities Education Act (IDEA), and the California Education Code. The teacher is responsible for implementing Individualized Education Programs (IEPs), assessing students for initial and triennial evaluations, collaborating with general education staff, families, and related service providers to ensure students receive a free appropriate public education (FAPE) in the least restrictive environment (LRE).

This position serves high school students receiving special education services and may include teaching, co-teaching, consultation, and/or case management responsibilities depending on assignment

Essential Duties & Responsibilities:

Instruction and Program Implementation

- Provide specially designed instruction aligned to grade-level content standards, alternate standards as appropriate, and individual student needs as documented in the Individualized Education Program (IEP).
- Design and implement curriculum across a variety of content areas.
- Support students in accessing general education curriculum in both college prep and high school diploma courses.
- Design and deliver post-secondary transition curriculum.
- Implement IEP goals, accommodations, modifications, and behavioral supports as outlined in IEPs and Behavior Intervention/Support Plans.
- Collaborate with general education teachers to support access to the general education curriculum.
- Utilize evidence-based instructional practices and data-driven decision-making.
- Monitor student progress and adjust instruction based on data.
- Provide direction and guidance to paraprofessionals consistent with providing appropriate services to students with IEPs.

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Approved by FUHSD School Board on 03-24-2026

Assessment and Eligibility

- Conduct and/or contribute to initial assessments and triennial reassessments to determine eligibility for special education services, in accordance with IDEA and the California Education Code.
- Administer, score, and interpret assessment tools as appropriate to credential scope, including academic, functional, behavioral, and post-secondary transition measures.
- Contribute assessment findings and recommendations to multidisciplinary reports.
- Interpret assessment data and present findings clearly at IEP team meetings.

IEP Development, Compliance and Case Management

- Serve as case manager for assigned students, including development, implementation, and monitoring of IEPs.
- Schedule, facilitate, and document IEP meetings in accordance with legal timelines.
- Draft legally compliant IEPs, and collaborate and coordinate with the appropriate personnel regarding assessment plans, assessment reports, and progress reports.
- Monitor provision of services to ensure implementation as written and compliance with district procedures.
- Maintain accurate and legally compliant special education records and documentation.
- Comply with all timelines and procedural safeguards under special education law.
- Coordinate student transportation as determined by the IEP, including completion and submission of required documentation.

Collaboration and Communication

- Communicate effectively with parents/guardians regarding student progress and services.
- Collaborate with related service providers, school psychologists, administrators, and support staff.
- Participate in professional learning, department meetings, and required training.
- Maintain accurate student records in district systems.

Qualifications

- Valid California Education Specialist Credential (Mild/Moderate or Moderate/Severe), appropriate to assignment
- Autism Authorization

Knowledge of

- IDEA, LRE and California special education law
- Standardized assessment tools and procedures for identifying special education eligibility
- Evidence-based instructional practices for students with mild to moderate disabilities
- Positive behavioral supports and classroom management strategies

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Ability to

- Develop and implement standards-based IEPs
- Analyze assessment data and determine educational impact
- Develop compliant, educationally appropriate IEPs
- Manage complex caseloads while ensuring full legal compliance
- Work collaboratively
- Maintain confidentiality and professional standards
- Communicate effectively with students, families and staff
- Strong assessment, documentation, and organizational skills
- Effectively communicate orally and in writing

Working Conditions:

- Environment: Indoor, classroom setting. Work is performed in a classroom with continuing disruptions and distractions requiring pausing and restarting often to work with students and other staff members

Physical Abilities:

- Must be able to work in a highly active classroom setting