



We do what matters.

EARLY CHILDHOOD ASSOCIATE TEACHER

What matters to you as an educator?

- Having the time and space to build strong relationships with each student?
- Working in a professional culture designed to give teachers and teaching teams the agency that drives effective, culturally responsive classroom communities?
- Joining a school where civic engagement – equipping students with the academic and social-emotional skills and understanding required to create positive change – is at the heart of the educational program?

At TBS, we do the work required to create a dynamic, inclusive professional and school community where all people who believe these things matter can thrive. If you are one of these people, read on!

The Early Childhood Associate Teacher advances The Berkeley School's mission and vision by...

- working as part of a teaching team in a culturally responsive educational program that meets the social and emotional needs of preschool students as effectively as possible.
- radiating optimism and joy at working with students in the early childhood developmental stage.
- creating engaging curriculum that promotes creative play, respect for one another, and inspires children to be responsible stewards of the environment.
- differentiating to meet the needs of a wide range of learning styles, temperaments, and ages.
- embodying principles of equity and inclusion that promote responsive teaching practices and create optimal environments for each of our students.
- attending requisite meetings and teacher in-service days, professional development, and specified all-school events as directed; and performing other duties as needed and requested by the Early Childhood Division Head, or the Head of School.

This is the job for you if...

- **you appreciate, understand, and care about preschool students.** We believe that all students deserve to feel seen, supported and known and we strive to be the "warm demanders" that they need to take risks, make mistakes, learn, and grow through play and exploration.
- **you're knowledgeable, passionate, and curious about the ways that children create, adapt, and define knowledge to achieve shared outcomes.**
- **you see collaboration with colleagues as essential to your professional growth and fulfillment.** You know that excellent communication skills are necessary to provide a safe and stimulating environment for all students and families.

Job benefits include...

- Working in a positive, diverse, and dynamic environment of caring, curious, and committed colleagues.
- Competitive Compensation – Salaries align with experience, education, and the Bay Area independent school market.
- Structures to support professional and personal development (we invest in learning/growth!)
- Comprehensive Health Coverage – We offer Kaiser medical plans, along with dental and vision coverage.
- Life, Long-Term Disability, and AD&D Insurance – TBS provides 100% employer-paid coverage for life insurance, long-term disability, and accidental death and dismemberment (AD&D).
- Flexible Spending Accounts (FSA) – Employees can set aside pre-tax funds for healthcare and dependent care expenses. The school contributes bi-monthly to all active FSA accounts.
- Retirement Savings Plan – We offer a 403(b) retirement plan with a 10% employer match of the employee's contribution for those who choose to participate, with immediate vesting and ongoing support for long-term financial well-being.
- Wellness, Balance, and Care – Our professional culture encourages balance and sustainability, recognizing that thriving educators create thriving classrooms. In addition to paid sick time, faculty receive Personal Necessities Time for the inevitable unexpected moments.

Requirements

- Minimum two years experience working with children ages 2–5 in a play-based, inquiry-driven, or constructivist setting.

- Completion of *a minimum* of 12 Early Childhood Education (ECE) units.
- Demonstrated joy and curiosity in working with young children, with a deep interest in how they learn, explore, and grow.
- Familiarity with—or openness to learning—Positive Discipline and other relationship-based approaches to classroom management.
- Ability to build strong, positive connections with children, families, and colleagues through clear and compassionate oral and written communication.
- A collaborative spirit and enthusiasm for being part of a reflective, growth-minded teaching team.
- Comfort and enjoyment working outdoors as part of our everyday learning environment.
- Dependable, flexible, and patient in responding to the dynamic needs of children and the program.
- Commitment to ongoing professional learning and personal growth.
- Dedication to advancing equity, inclusion, civic engagement, and social justice within the school community.
- Ability to work independently and as part of a team with a high level of personal and professional integrity;
- Proactive, timely, and clear communication skills with students, families, and colleagues.
- This position includes a physical component: applicants must be able to engage with children at their level, lift up to 40 pounds, and participate fully in outdoor activities in various weather conditions.

A little more about TBS...

Located directly across the bay from San Francisco in a city known internationally for its history of activism, thought leadership, and community-based change, The Berkeley School has been educating East Bay children since 1963. The school's mission – *ignite curious minds, awaken generous hearts, engage a changing world* – reflects its founding as a Montessori school and informs its unique, civic-engagement-based educational vision.

TBS teachers and students come together on two beautiful campuses whose connection to local neighborhoods and proximity to public transportation and the University of California campus makes the cultural, educational, and natural resources of Berkeley and the greater Bay Area an integral part of the school's educational program.

TBS students develop excellent academic and life skills in learning communities that build agency, rooted in two core beliefs: *we are interdependent* and *what we do matters*. TBS teachers lead that development by building relationships with and among students, creating culturally responsive learning environments that help students feel seen, supported, and known, and developing curricula and experiences that provide the joyful rigor necessary to help children reach their full potential as scholars, community members, and human beings.

We are committed to human-centered principles that promote effective, inclusive operating practices. We also value the skills, knowledge and experiences that a diverse workforce brings to our school. We are a community of lifelong learners who value social justice and actively participate in civic engagement, and we believe that affirming the cultural histories and identities of all community members is vital to each student's learning and to our school's success. If you see this approach as critical to meaningful education, we urge you to apply!

What's next?

If you're interested in applying, please submit a cover letter describing your interest in the position and the ways that your professional and personal values and expertise align with our school's mission and vision, your resumé, and a list of three references to our hiring committee at preschoolassociateteacher@theberkeleyschool.org. This is a full time, salary-non-exempt position. The full-time salary range for this position is \$49,000 - \$62,000. **The start date is on or before January 5, 2026.**

The Berkeley School is an equal opportunity employer committed to providing a work environment free of discrimination and harassment. All employment decisions at The Berkeley School are based on business needs, job requirements, and individual qualifications, without regard to race, color, age, disability, national origin, gender identity, sexual orientation, marital status, ancestry, religion, and genetic information. Candidates of color, bilingual candidates, and candidates from other groups traditionally underrepresented in independent schools are encouraged to apply.