

**Merit Academy is currently seeking a Elementary Music Teacher to join our faculty, starting this 2026-2027 school year.**

**ABOUT MERIT ACADEMY:**

Merit Academy is a new school-of-choice in the beautiful mountain community of Woodland Park, CO. This classical, Core-Knowledge® school is currently in the start-up process, with doors opened in August, 2021 at max capacity of 184 with over 70 students on the waitlist. We currently have 612 full and part time students, grades PK-12. For our sixth year, we are anticipating over 670 full- and part-time students, grades PK-12. There is great need and desire for a classical, public school option in our area.

At maturity, Merit Academy has smaller class sizes and a purposeful curriculum for enhanced performance and growth. We are also have great homeschool enrichment opportunities with Merit Academy.

Merit Academy is unique in that it is situated in an area that provides many opportunities for tremendous Rocky Mountain Enhancements. Additionally, to honor our rural culture and demographics, there is a “rocky mountain version” of a uniform, unique to what you may find in an urban and traditional classical school.

Merit incorporates a vertical and horizontal integration within academics and the House System on various Fridays. This careful design not only allows team cohesion among students of all ages and abilities in community and school projects, but it also provides our valued educators with additional collaboration and planning time.

*Vision:* To graduate students prepared for success in a free society, promoting civic responsibility and contributing their talents in a flourishing republic by pursuing beauty, truth, and good.

*Mission:* Merit Academy will cultivate the minds and nurture the hearts of K-12 youth in the Ute Pass/Woodland Park region with instruction in the principles of moral character and civic responsibility.

**POSITION**

Merit Academy is seeking a dynamic and student-centered music teacher to serve students in PreK through 2nd grade. This position focuses on building foundational music skills, fostering a love of music, and supporting whole-child development through engaging, developmentally appropriate instruction. The teacher will also lead performance opportunities that showcase student learning and build community.

**Key Responsibilities:**

**Instruction & Curriculum**

- Deliver engaging, developmentally appropriate music instruction for PreK–2nd grade students in 45-minute class periods
- Teach foundational music concepts, including rhythm, melody, movement, singing, and instrument exploration
- Incorporate a variety of instructional strategies, including movement, games, and low-technology teaching practices

- Differentiate instruction to meet diverse student needs and learning styles
- Integrate music with classroom learning when appropriate to support cross-curricular connections with the Core Knowledge(r) curriculum.
- Assess and document student learning using age-appropriate grading focused on skill development, participation, and growth.

### **Performances & Programs**

- Plan, organize, and direct two spring performances:
  - Kindergarten Spring Program
  - 1st/2<sup>nd</sup> Grade/Homeschool Spring Program
- Prepare students for performances through rehearsals during class time
- Collaborate with staff and families to coordinate logistics, scheduling, and communication for performances

### **Classroom Environment & Management**

- Establish a positive, structured, and inclusive classroom environment
- Teach and reinforce classroom expectations, routines, and procedures
- Manage instruments, materials, and classroom resources effectively

### **Collaboration & School Involvement**

- Collaborate with classroom teachers, specialists, and administration to support student success
- Participate in staff meetings, professional development, and school events
- Contribute to a positive school culture and support school-wide initiatives
- Communicate effectively with families regarding student progress and performances

### **Program Development & Responsibilities**

- Maintain and organize music classroom inventory, instruments, and materials
- Support basic music program needs, including resource planning and organization
- Support school community-building efforts through music (assemblies, events, etc., as appropriate)

### **Schedule & Work Conditions:**

- Full-time position with flexibility to adjust to part-time based on program needs
- Two plan periods per day for lesson preparation, collaboration, and program planning
- One-hour duty-free lunch daily

### **Qualifications (Required):**

- Bachelor's Degree

**Preferred Qualifications:**

- Bachelor's Degree in Music Education
- Minimum of three (3) years of teaching experience
- Valid Colorado Teaching License with endorsement in Music

**Skills & Attributes:**

- Passion for music education and working with young children
- Strong vocal and/or instrumental skills
- Ability to create an engaging, joyful learning environment
- Flexibility, creativity, and strong collaboration skills
- Commitment to fostering an inclusive and supportive classroom

**REPORTING STRUCTURE:**

Reports directly to the Dean of Grammar School. Works side-by-side with teachers, specialists, and staff.

**PAY & BENEFITS:**

There are 166 contact days and 10 in-service days for full-time teachers (12 for new teachers).

- Starting at \$45,000-\$58,000 \*depending on experience and education \*
- School holidays and breaks
- Additional 10 days personal/sick leave
- 15% Awards for educational grants written by, received, and managed by employees (prior approval for each application)
- Health insurance coverage (equivalent to \$7,800 annually) or \$300/mo in-lieu-of health insurance for staff who have ample coverage through another party
- Dental insurance (equivalent to \$420 annually)
- Optional vision insurance
- \$40,000 Life insurance coverage
- Retirement benefits through PERA (a match of 21% of employee salary paid by Merit Academy to Employee's retirement account through PERA)
- Possible bonuses throughout the year
- Childcare provided during PD/Inservice Days

**CONDITIONS OF EMPLOYMENT**

- Offers of employment are conditional subject to successful background and reference check
- This is a salaried position, exempt from overtime.
- Employees are at-will employees
- As required by the IRCA, employees must be legally eligible to be employed in the U.S.A.

**APPLICATION PROCEDURE (SUBMIT TO [HR@MERIT.ACADEMY](mailto:HR@MERIT.ACADEMY)):**

- Cover letter
- Resume/CV
- Minimum of three reference letters within the past two years
- Unofficial transcripts and any applicable certifications