



Merit Academy is currently seeking an Elementary (School of Grammar) Special Education Teacher to join our faculty, starting this 2026-27 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.

Merit Academy will serve grades PK-12 during this upcoming fifth year. 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:

Special Education teachers are critical to the success of our exceptional students. In that, it is important that candidates are a solid fit for the school, community, and curriculum (and vice versa). Teachers will work with the Dean of Grammar School through the development and growth of Merit Academy. Our teachers bring to our students and our school poise, joy, respect and an ability to cultivate the positive relationships needed to instill confidence and trust.

The ideal candidates will embrace the “rocky mountain version” of traditional-classical education that makes Merit Academy unique. Merit educators are passionate for the Core Knowledge® curriculum, liberal arts, Merit’s vision and mission, and our five virtues of valor, perseverance, responsibility, goodness, and friendship. Staff also embrace and support the ideas and philosophy of America’s Founding. Special education teachers will be subject matter experts in special education, classical education, IEP’s, Colorado State Standards, performance assessments, and other required educational components.

DUTIES & RESPONSIBILITIES:

- Understands cognitive, behavioral, and emotional development. Incorporates that knowledge in planning and implementation of curriculum for best retention, growth, and comprehension
- Sits on the RTI/MTSS team; identifies students who may require special education interventions
- Identifies students who need an IEP. Works with the parents and team to develop the educational program for students
- Collaborates with UP BOCES on each student's FAPE and determination meetings.
- Creates IEP's that are detailed and attentive to the student's needs, approved by the UP BOCES.
- Collaborates with regular classroom teachers, interprets the abilities and disabilities of these students and assists teachers in defining classroom intervention strategies, as defined in the IEP
- Assists students with regular class assignments
- Works with students on their accommodations in class and with pull-out intervention, as prescribed by their IEP
- Communicates regularly with parents and staff regarding student's needs, growth, and performance
- Administers and interprets standardized and informal assessment instruments.
- Maintains all appropriate special education forms, Individual Education Programs (IEP's), assessments, and records mandated by regulation and school.
- Trains/coaches general education teachers on how to implement accommodations per each student's IEP
- Teaches/mentors classrooms, small groups, and individual students
- Facilitates learning through sound professional teaching and classroom management skills
- Implements curriculum and instruction in a matter consistent with Merit Academy
- Cultivate the fundamental virtues of Merit Academy
- Embrace the school's vision and mission
- Additional special education duties may be prescribed

QUALITIES & CHARACTERISTICS:

- Professional and empathetic when dealing with concerns of parents, families and fellow staff
- Moral character, acts with integrity and wisdom.
- Holds a conviction and dedication to school choice and Merit's vision and mission.
- Emboldens and supports students, parents, and associated volunteers to love learning, embrace our virtues, and promote a life of responsible citizenship in a flourishing republic.
- Engenders trust and assurances in others through effective, personable communication, kindness and community involvement, behavior, and outreach.

KNOWLEDGE & SKILLS:

- Ability to relate to exceptional students and an appreciation of their desire for understanding and ability-appropriate levels of academics
- Contributes to a collegial faculty throughout the school

- A commitment to classical education, school choice, and the positive contributive culture of Merit Academy
- Use CO's IEP software and reporting method for case reports
- Understanding of classical education, and classical education's history and foundation within Western civilization
- Able to communicate with poise, winsomeness, kindness, and humility

REQUIRED QUALIFICATIONS:

- Bachelor's degree or higher in Education or similar field
- Must hold a valid CO teaching license with Special Education Endorsement
- Must love working with exceptional students
- An understanding of charter schools or other schools-of-choice
- Works well with students, staff, and parents
- Conviction in Merit Academy's vision, mission and in a classical, liberal arts education
- Ability to maintain classroom decorum
- Strength of character
- Desire for professional development, growth and mentorship

PREFERRED QUALIFICATIONS

- Understanding of CO standards, alignment, and performance indicators, especially as related to special education
- Experience in a charter or independent school
- Experience with middle school and high school students

REPORTING STRUCTURE:

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

PAY & BENEFITS:

There are 166 contact days and 12 in-service days for teachers (17 for new hires). Special Education teachers' salary scale is \$48,000-\$62,000, depending on experience

- 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 full-time, salaried position, exempt from overtime.
- Employees are at-will employees
- As required by the IRCA, employees must be verified as legally eligible to be employed in the United States.

APPLICATION PROCEDURE:

Please submit the following required items to: hr@merit.academy

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