

Job Posting: PE Teacher

We're hiring for the 2025-2026 school year!

Location: Eagle Charter School, Salem, Oregon

Position Type: PE Teacher

Start Date: August 1, 2025

FTE: 0.75 (anticipated hours 10AM-4PM, M-F)

About Us

At Eagle Charter School, our vision is simple and bold: **100% of students will be proficient or above in core subjects by the end of fifth grade.** We achieve this through differentiated instruction, targeted interventions, and a collaborative team approach. Additionally, Eagle Charter students will understand the importance of kindness and social justice and their roles as global citizens, caring for the community and making the world a better place.

We are a small, state-sponsored charter school serving students in **Kindergarten through Fifth Grade.** Our student body is diverse and neurodivergent. As Oregon's only **MicroSociety school**, we offer a dynamic learning environment where students apply academic skills in real-world contexts, running their own businesses and organizations.

As a **Physical Education Teacher**, you'll play a pivotal role in helping students gain physical skills and promote a healthy, active lifestyle, all while reinforcing Eagle's core values: **be safe, respectful, responsible, and kind.**

At Eagle Charter School, we believe that all students learn, grow, and thrive when given the proper support. Every member of our school staff is vital to providing this support for student success and achievement. When all staff work together to improve literacy and numeracy, students achieve better academic success. If you're energized by big goals, joyful learning, social justice, and high standards for teaching, then we want to meet you.

About You

You're the kind of person who:

- Believes in the profound impact of every role within a school, recognizing your ability to make a tangible difference in students' lives
- Is flexible and proactive in identifying and addressing student needs and challenges
- Has experience working with neurodivergent children - especially ADHD and ASD
- Understands each child needs a cheerleader and a loving adult in their lives
- Believes in a rigorous physical education program beginning in kindergarten
- Incorporates literacy and numeracy into PE curriculum
- Contributes positively to the work culture
- Is enthusiastic and enjoys building positive, engaging relationships with students and colleagues
- Has a demonstrated history of strong classroom management
- Sees parents as partners and works to build strong relationships

- Constantly improves your own skill set through professional development or independent learning
- Knows students thrive when they have clear boundaries and high expectations
- Is reflective, open to feedback, and committed to continuous improvement to ensure student success
- Finds fulfillment in working to improve the lives of young people

Key Responsibilities

This position implements a rigorous physical education program based on Oregon State Standards for students in grades K-5.

- 1.01 Maintains an orderly and supportive classroom environment in which students actively participate and show respect for one another and the teacher.
- 1.02 Plans a program of study designed to meet the State physical education goals that meet the individual needs, interests, and abilities of students.
- 1.03 Plans and supervises programs in developmental physical education.
- 1.04 Employs a variety of instructional techniques and instructional media, consistent with the physical limitations of the location provided and the needs and capabilities of the individuals or student groups as assigned.
- 1.05 Maximizes time when students are paying attention and working on tasks directly related to the subject matter.
- 1.06 Assesses the accomplishments of students on a regular basis and maintains such records as required by law.
- 1.07 Assumes responsibility for assigned nonteaching duties.
- 1.08 Takes all reasonable precautions to provide for health and safety of the students and to protect equipment, material, and facilities.
- 1.09 Establishes and maintains open lines of communication with students and their parents.
- 1.10 Maintains open lines of communication with licensed staff and support personnel to establish a positive work environment.
- 1.11 Works in conjunction with classroom teachers in developing lifelong health and fitness activities.
- 1.12 Assists in the selection of equipment and other instructional materials.
- 1.13 Assists the administration in implementing policies and rules governing student life and conduct.
- 1.14 Attends and participates in faculty meetings.
- 1.15 Achieves professional growth through consultation with the Principal.
- 1.16 Participates in activities that are related to school functions and/or the educational process that occur outside the regular school day.
- 1.17 Performs other duties as assigned.
- 1.18 Follows specified standards, policies, and procedures of the Principal.

Additional Responsibilities:

- 1.19 When necessary, coordinates the activities of instructional assistants in conjunction with physical education instruction.

Salary & Benefits

Salary: \$30,000-54,000, depending on education and experience.

Contract: 190-day contract (August 25, 2025 - June 12, 2026); paychecks divided over 12 months.

Paid Time Off: 8 days of PTO per year.

Health: Medical & dental plans and coverage available.

Retirement: PERS (Oregon Public Employees Retirement Savings) eligible.

Optional Savings: 401b savings plan through Oregon Saves.

Minimum Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

- Education/Experience: Bachelor's Degree AND a valid Oregon Teaching License through the Teachers Standards and Practices Commission (TSPC) OR the ability to obtain one.
- Certificates, Licenses, Registration & Other Requirements:
 - Ability to obtain a valid First Aid/CPR card.
 - May be required to obtain medication administration training, EPI-Pen training, and/or glucagon training.
- Desired Qualifications:
 - Bilingual preferred (Spanish/English, Russian/English, or ASL/English).
 - Previous elementary classroom teaching or PE classroom teaching experience.
 - Demonstrated commitment to strengthening engagement of a diverse community and communicating effectively with diverse populations.

Physical Effort & Working Conditions

While performing the duties of this job, the employee is regularly required to talk or hear, walk, stand, sit, use hands for fine manipulation, and reach with hands and arms. The employee must regularly lift and/or move up to 25 pounds and occasionally maneuver up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, ability to adjust focus, and peripheral vision.

Work environment is usually a school gym. Noise level is usually moderate, but occasionally high. The employee may be exposed to bodily fluids, bloodborne pathogens, sick and/or contagious students, and outdoor weather conditions.

Our Hiring Process

We're looking for a PE Teacher who is aligned with our vision and ready to grow.

1. Submit a resume and cover letter to office@eaglecharter.org

2. Submit your Myers-Briggs Type Indicator (personality style) to office@eaglecharter.org (you can find a free quiz at <https://www.16personalities.com/>)
3. Be prepared for a virtual or in-person screening interview in the first week of August
4. Share references and letters of recommendation upon request
5. Second interview (if needed)
6. Reference check + final decision
7. Complete fingerprinting and a background check (upon offer of employment)

Deadline to submit a resume/cover letter: July 31, 2025.

We'll begin contacting candidates on August 1.

We'll conduct interviews the week of August 4 or August 11.

We're not just interested in hiring an average teacher. We're hiring someone who will help 100% of our students become safe, confident, successful students by the end of elementary school. If that sounds like you, we hope you'll apply.

An Affirmative Action / Equal Opportunity Employer

Eagle Charter School does not discriminate based on race, color, religion, ancestry, national origin, disability, gender or sexual orientation in admission or access to the treatment of employment in its programs and activities as required by state and federal law.

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they meet every one of the qualifications as described in the job posting. Eagle Charter School is committed to finding the best candidate for the job, including candidates who may come from less traditional professional backgrounds. We encourage you to apply, even if you do not believe you meet every one of the qualifications outlined in the job posting. If you are unsure whether you meet the qualifications of this position, or how this would be determined, please feel free to contact our office to discuss your application.

It is our policy to provide qualifying veterans and disabled veterans with preference in employment following applicable law. Applicants wishing to claim veterans' preference must provide the following military documents verifying their eligibility:

- **Veterans:** A copy of the applicant's Certificate of Release or Discharge from Active Duty (a federal DD Form 214 or 215), which shows character of service upon discharge OR a letter from the U.S. Department of Veterans Affairs indicating the applicant receives a non-service connected pension.
- **Disabled Veterans:** A copy of the applicant's Certificate of Release or Discharge from Active Duty (a federal DD Form 214 or 215), which shows character of service upon discharge AND a copy of the applicants veteran's disability preference letter from the U.S. Department of Veterans Affairs (unless the information is included on the DD Form 214 or 215).

For veterans' preference to apply, the required military documents must be submitted at the time of application submission.

This is not necessarily an exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions, or working conditions associated with the job. This job description is not a contract of employment or a promise of guarantee of any specific terms or conditions of employment. The school may add to, modify, or delete any aspect of this job (or the position itself) at any time as it deems advisable.