

Job Description

Liberty Tree Academy

Upper School Science Teacher

Job Description: This is a full time, salaried position with an August-July work schedule. Base standard hours will be 7:30 AM - 4:00 PM on days designated by the school calendar. Liberty Tree Academy is seeking a passionate and knowledgeable Science Teacher to join our Upper School faculty. The ideal candidate will be enthusiastic about the integration of science within a classical framework, possess a deep understanding of physical science, and be committed to cultivating wonder, logic, and virtue in the classroom.

Position Narrative: The Upper School Science teacher at Liberty Tree Academy will plan, organize, and deliver coursework aligned with the Hillsdale curriculum. This includes effective instruction and thoughtful assessments that guide students in developing a deep understanding of science and achieving their full academic potential. At LTA, teachers are expected to model intellectual curiosity, moral integrity, self-discipline, and active citizenship. They embody the school's five core virtues: courage, courtesy, truthfulness, prudence, and perseverance.

We're seeking a kind-hearted, team-oriented educator who is both a subject-matter expert and a lifelong learner—someone who delights in teaching from great books, original sources, and time-tested principles. If this sounds like you, we encourage you to apply today.

Reports to: Upper School Academic Dean

Liberty Tree Academy is a tuition-free public charter school that emphasizes traditional values and classical instruction methods. Our curriculum is rigorous and content rich.

Mission: Liberty Tree Academy prepares students through a traditional, content-rich education in a disciplined and orderly environment, to be self-governing citizens who are equipped to carry out the vision of our Nation's Founders to preserve and perpetuate liberty.

Vision: Liberty Tree Academy is dedicated to an authentic, traditional American education, to be a community that actively cultivates character in a challenging and engaging learning environment.

Position Duties and Responsibilities:

- Prepares lessons and lesson materials in a manner that supports quality instruction and student learning
- Plans and delivers effective instruction for all students and creates an environment that facilitates learning
- Engages students as individuals, including those with diverse needs and interests, across a range of ability levels by adapting their teaching for the benefit of all students
- Provides all classroom accommodations listed and described in student educational plans
- Delivers instruction to facilitate active learning
- Provides appropriate feedback on student work
- Assigns and grade class work, homework, and tests
- Maintains classroom management to benefit all student's ability to learn
- Maintains commitment to always do what is best for all students
- Actively monitors student behavior throughout the school building
- Works collaboratively with the families and/or significant adults for the benefit of all students
- Fosters a predictable learning environment characterized by acceptable student behavior and efficient use of time in which each student has a positive, nurturing relationship with caring adults and peers
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- Uses formal and informal methods to assess student learning, provide feedback, and to use results to inform planning and instruction
- Provides regular progress reports as required
- Demonstrates knowledge about the ways in which learning takes place, including the levels of intellectual, physical, social, and emotional development of their students
- Integrates and utilizes appropriate available technology to engage students in authentic learning experiences
- Establishes and communicates high expectations and use processes to support the development of critical-thinking and problem-solving skills
- Assesses the progress of students on a regular basis and provides reports as required
- Monitors and enforce student dress code violations
- Implements by instruction and action the School's philosophy of education and instructional goals and objectives
- Complies with applicable state and federal laws, district administrative policies, procedures, and practices, and location requirements
- Performs non-instructional duties as directed
- Responds as directed and as necessary in safety and/or crisis situation
- Follows established policies and procedures regarding the health, safety, welfare, and education of students
- Fulfills all assigned duties outside the classroom such as supervision of hallways, cafeteria, playground, and school events
- Maintains accurate, complete, and correct records as required by law and district policy
- Manages materials and supplies
- Responds to a complex, dynamic environment
- Upholds LTA standards and expectations for student behavior
- Uses effective conflict resolution
- Models appropriate conduct at all times through demonstration of LTA's core virtues
- Uses feedback and reflects about professional practice to improve teaching and learning
- Demonstrates professionalism through ethical conduct, reflection, and leadership
- Contributes open and respectful communication with families, co-workers, and supervisors
- Understands how to work with a team of faculty to provide consistent teaching methods in any classroom
- Consistently maintains a positive and solution-based attitude
- Manages time productively and effectively
- Reports consistently for work as scheduled
- Dresses modestly and appropriately for a professional environment with children
- Participates and be on time to all professional development opportunities
- Ensures that students are supervised at all times
- Performs duties as directed by supervisors and administrators
- Performs other duties as assigned

Supervision Exercised: None

Supervision Received: US Academic Dean

This job description in no way states or implies that these are the only duties to be performed by this employee. LTA reserves the right to update, revise or change this job description and related duties at any time.

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Required knowledge, skills and abilities:

- Excellent organizational skills
- Excellent written and oral communications skills
- Ability to establish and maintain effective working relationships with co-workers, volunteers, students and parents
- Ability to multitask with frequent interruptions
- Interpersonal relations skills
- Skilled in Microsoft Office, specifically: Word, Excel and Outlook
- Ability to operate standard office equipment
- Problem solving
- Maintain confidentiality in all aspects of the job
- Ability to diffuse and manage volatile and stressful situations
- Problem solving skills
- Understanding of institutional policies, procedures and resources
- Desire to help students in academic journey
- Ability to lift 20 pounds, physically able to hands frequent sitting, bending and moving throughout the room

Minimum Qualifications:

- Bachelor's Degree in Science-related field (required); Master's degree (preferred)
- Or Passing score Praxis in content area
- Teaching: Successful prior teaching experience (preferred)

Conditions of Employment:

1. All offers of employment are conditional and based on a successful background and reference check.
2. LTA may choose to contact work references other than those specified on your application.
3. The position requires work outside of regular office hours.
4. The position will be at-will.
5. As required by the Immigration Reform and Control Act, the selected applicant must verify, within 72 hours of employment, their legal right to be employed in the United States.

Required Physical Activities:

1. Driving – Frequent
2. Crawling or Kneeling – Seldom
3. Bending – Frequent
4. Walking on uneven surfaces – occasional
5. Working Alone – Occasional
6. Work with Others – Frequent, including email, phone and app communications
7. Lifting, Lowering, and Moving Items Over 50 lbs: Seldom
8. Lifting, Lowering, and Moving Between 25 and 50 lbs: Occasional
9. Lifting, Lowering, and Moving Between 0 and 25 lbs: Frequent
10. Visual Acuity, Near: Frequent
11. Visual Acuity, Far: Frequent
12. Hearing: Frequent
13. Speech: Frequent
14. Hand/Eye Coordination: Frequent

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15. Computer and Mouse Use: Occasional
16. Phone Use: Frequent
17. Printer, Scanner, and Other Office Machinery Use: Occasional

To perform the duties successfully, an individual must be able to perform each essential function satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

What We Offer:

Salary Range: \$38,000 - \$52,000 depending on degree work, experience, licensure, and experience with classical education and/or Hillsdale curriculum.

Insurance Coverage: Individuals contracted for 30 hours per week or more on a regular basis are eligible to receive employee health, dental, vision, and life insurance according to the terms of the insurance policies in which Liberty Tree Academy participates at the time of hire.

Retirement Benefits: LTA is a participating employer in Colorado Public Employees' Retirement Association ("PERA") and as such will contribute to a Defined Benefit Plan account for you.

Personal Time Off: All full-time and part-time employees are eligible for paid time off (PTO) of 1 hour for every 30 hours worked up to 48 hours per year (this does not include seasonal stipend positions).

Children of employees will receive priority enrollment.

Application Search Timeline:

- Priority will be given to applications received by October 19, 2026. However, this posting will remain open until filled. Potential interview dates will begin immediately.

How to Apply:

Please submit your resume with the following in a single email to HR@ltaeagles.org:

- Cover letter tailored to the position for which the applicant is applying. Please tell us how you learned about Liberty Tree Academy and include a statement of your educational philosophy (500 words or fewer).
- Unofficial transcripts are encouraged with initial application. Applicants may redact information identifying age, date of birth, and/or dates of attendance at or graduation from an educational institution. Official transcripts will be required if a job is offered.
- Three professional or academic references. Please include email address and phone number for each reference.

Liberty Tree Academy is an Equal Opportunity Employer and is committed to a workplace free from discrimination and harassment of any kind. All employment decisions are made based upon the needs of the School, job requirements, and individual qualifications regardless of race, ethnicity, national origin, gender or transgender status, sexual orientation, socio-economic status, marital status, age, physical abilities, political affiliation, religious beliefs or any other status protected by state and federal laws.

Liberty Tree Academy participates in the E-Verify process in conjunction with the Form I-9 Employment Eligibility Verification on or before the first day of work. E-Verify is not used as a tool to pre-screen candidates. For up-to-date information on E-Verify, go to www.uscis.gov and click on 'E-Verify' located near the bottom of the page.