



We need you with your talents and abilities to help eliminate the effects of poverty, to make our community a better place to live, and to help people obtain knowledge and skills to achieve self-reliance and economic stability.

Job Title:	Associate Teacher – Infants / Toddlers Associate Teacher - Preschool
Position Type:	Regular, full-time, union-represented, non-exempt level
Department:	Madera Head Start
Salary Schedule:	Range 14.5 (\$13.16 – 16.04 hourly)
Position Summary:	Under the immediate supervisor’s direction, provides a center- based educational program for children that meets the Head Start Performance Standards, utilizes developmentally appropriate practices for pre-school children and complies with Community Care Licensing Regulations, Title 22 and Title 5.

Minimum Qualifications:

EDUCATION / EXPERIENCE

Associate Teacher – Infants / Toddlers

- Associate’s Degree in Early Childhood Education (ECE) or Child Development (CD) and
 - ✓ 3 units of Infant/Toddler courses
 - ✓ 1 year teaching experience
 - ✓ Must continue taking ECE or CD classes
- OR**
- Completes Child Development Associate (CDA) Credential requirement and
 - ✓ 3 units of Infant/Toddler courses
 - ✓ 1 year teaching experience
 - ✓ Must keep CDA Credential current
- OR**
- High School Diploma or GED and must be enrolled and maintain educational plans leading to an Associate’s Degree or Bachelor’s Degree in child development, early childhood education, or equivalent coursework, and
 - ✓ 12 units of ECE/CD including core courses
 - ✓ 3 units of Infant/Toddler courses
 - ✓ 1 year teaching experience
 - ✓ Must continue taking ECE or CD classes

Associate Teacher - Preschool

- Associate's Degree in Early Childhood Education (ECE) or Child Development (CD) and
 - ✓ 12 units of ECE/CD including Core Courses
 - ✓ 1 year teaching experience
 - ✓ Must continue taking ECE or CD classes

OR

- Completes Child Development Associate (CDA) Credential requirement and
 - ✓ 1 year teaching experience
 - ✓ Must keep CDA Credential current

OR

- High School Diploma or GED and must be enrolled and maintain educational plans leading to an Associate's Degree or Bachelor's Degree in child development, early childhood education, or equivalent coursework, and
 - ✓ 12 units of ECE/CD including core courses
 - ✓ 2 years teaching experience
 - ✓ Must continue taking ECE or CD classes

AND

- Must complete 105 hours of professional growth every five years.
- Must complete a minimum of 15 hours of Professional Development annually (to include 6 hours of working with special needs children and 6 hours working with dual language learners).

LICENSES / CERTIFICATES / PERMITS:

- Must have a current and valid Associate Teacher Permit or Child Development Associate (CDA) Credential.
- Must have CPR Certification within 120 days of hire.
- Must have First Aid Certification within 120 days of hire.

ABILITY TO:

- Work effectively with children and parents; carry out oral and written directions; respect the confidentiality of program-related incidents and information; operate necessary program equipment; maintain positive attitude toward and control of the children; sustain cooperative relationships with those contacted in course of work.
- Read, write, and speak Spanish is preferred.

KNOWLEDGE OF:

- Child Development Programs
- Early Childhood Education.
- Individual differences, learning styles, cultural needs, child development and community needs in setting up and implementing curriculum for the year.

General Physical Requirements:

- **Medium work:** exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

Selection Process:

Only applicants who meet the qualification standards of this position by the application filing will be allowed to participate in the examination process. Requests for a special accommodation to participate in the selection process should be made at the time you are contacted to schedule an interview. The selection process may include skill set testing, first and second round panel interviews. This position is open until filled.

Compensation and Benefits:

- **Retirement:** CAPMC's retirement plan is a 403(b) plan. Employees are eligible to make elective contributions to their 403(b) plan upon employment. Employees can participate in employer's contribution.
- **Health Insurance:** CAPMC provides eligible employees insurance coverage for medical, dental, vision and life through various policies.
- **Employee Assistance Program:** CAPMC offers an employee assistance program for employees and dependents that provides counseling and services when dealing with life's challenges.

General Information:

Applications may be obtained from CAPMC's website www.maderacap.org, visit 1225 Gill Ave Madera or calling the Human Resources Office at (559) 673-9173. Applicants must be submitted to the CAPMC's Human Resources Office.

The CAPMC is an equal opportunity employer. CAPMC provides equal employment opportunity to all persons regardless of race, national origin, religion, color, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, transgender, sex stereotyping, age, sexual orientation, military status, veteran status, and any status protected by applicable federal, state and local laws.

Appointment will be contingent upon passing a pre-employment alcohol and drug screen, fingerprint clearance and reference checks, pre-employment physical, immunization requirement, and TB test is required for Head Start budgeted positions.

Affirmative Action / Equal Employment Opportunity / Drug Free Employer