

Upper Elementary Montessori Teacher

Reports to: Head of School

Status: Full-Time, Exempt

Team Size: ~20 Colleagues

Start Date: In August 2025 for the 25–26 School Year

Salary Range: \$60,200 - \$77,340+ (depending on experience)

Position Summary:

East Bay Montessori seeks a passionate, skilled, and collaborative Upper Elementary Teacher to join our dynamic TK–8 campus in El Cerrito. This individual will guide a mixed-age Upper Elementary classroom, support a thriving Montessori program, and partner with students, families, and colleagues in a joyful, mission-driven learning community.

The ideal candidate is a positive role model with a strong work ethic, deep respect for children, and a spirit of lifelong learning. We are looking for someone who can work with autonomy while contributing to a collegial and caring team. A good sense of humor is a big plus.

Key Responsibilities:

- Collaborate closely with fellow teachers to support a cohesive program
- Design and deliver age-appropriate, Montessori-aligned lessons and materials across core and enrichment areas (language, math, cultural studies, art, music, movement)
- Participate in weekly staff meetings and periodic all-school gatherings
- Attend and contribute to campus-wide events, student showcases, and community celebrations
- Support school admissions events and parent education programming
- Engage in regular team meetings focused on curriculum development and classroom planning
- Greet students and parents daily, supporting smooth transitions and upholding drop-off/pick-up procedures
- Maintain consistent student supervision and foster a respectful, safe classroom culture
- Guide student conflict resolution using age-appropriate, positive discipline tools
- Observe, document, and communicate student learning and behavior through notes and parent conversations
- Prepare progress reports and lead parent-teacher conferences
- Provide family support for home learning and understanding Montessori pedagogy
- Work on campus daily; remote work only as approved by the Head of School
- Maintain a clean, beautiful, and organized learning environment—including care for classroom plants and pets
- Stay current with Montessori professional development, CPR/First Aid certification, mandated reporter training, and other required credentials

Qualifications and Experience:

- Bachelor's degree required
- MACTE-accredited Upper Elementary Montessori credential required
- Current certification in CPR and First Aid
- Clear background screening

- Prior experience working with Upper Elementary students strongly preferred
- Excellent communication, writing, and organizational skills
- Proficiency in basic computer and document management tools
- High level of discretion in handling confidential information
- Warm, child-centered approach with the ability to connect with both students and families
- Flexible, grounded, and collaborative style with a willingness to pitch in wherever needed
- Enthusiasm for working in a mission-driven small school environment—where every role makes a visible difference
- Takes great satisfaction in making things work even when no one sees what you do.
- Appreciation of what education can do is key.

Why East Bay Montessori?

At East Bay Montessori, we believe in the transformative power of Montessori education and the capacity of children to lead their own learning when supported by knowledgeable, compassionate adults. Our community is small, but mighty—filled with committed educators who value collaboration, equity, and transformative engagement.

Benefits

- Salary commensurate with experience
- PTO for personal and sick days
- Paid holidays
- Health, dental, and vision benefits
- 403(b) retirement plan

To Apply

You must be authorized to work in the United States. If you have interest and motivation for working at our Montessori school, please send your resume and cover letter combined in one document to Alissa Stolz, Head of School at [jobs\(at\)eastbaymontessori.org](mailto:jobs(at)eastbaymontessori.org).

EQUAL EMPLOYMENT OPPORTUNITY POLICY

East Bay Montessori is an equal employment opportunity employer and makes employment decisions based on merit, qualifications and competence. EBM does not discriminate on the basis of an individual's sex or gender (including gender, gender identity, gender expression, transgender, pregnancy and breastfeeding), race (including traits historically associated with race, including, but not limited to, hair texture and protective hairstyles), color, national origin, ancestry, religious creed (including religious dress and grooming), sexual orientation (including heterosexuality, homosexuality, bisexuality, and asexuality, among others), age (40 and over), marital status, military or veteran status, genetic characteristic or genetic information, physical or mental disability, or any other characteristic protected by federal, state or local laws.