



Life changing. World changing.



Chinese American International School in San Francisco, CA seeks a

Seventh & Eighth Grade Science Teacher

Exempt, full-time position beginning school year 2026-2027

This position does not require fluency in Mandarin

OPPORTUNITY

Join the vibrant community at the Chinese American International School's new Forever Home campus on 19th Avenue as a Seventh & Eighth Grade Science Teacher. Become part of a team striving to be the world's most innovative, inspiring, and influential Chinese English dual-language immersion school.

OUR IDEAL CANDIDATE

The ideal candidate finds resonance with CAIS's mission to Embrace Chinese, Become Our Best Selves, and Contribute to a Better World; our Core Values of Courage, Curiosity, Inclusion, Kindness, and Perseverance; and the Strategic Vision 2026+ currently being developed by the community. This candidate thrives in a multi-cultural, collaborative environment. CAIS is renowned for its program and a high caliber of teaching is paramount.

Strong candidates will embrace the opportunity to deepen the science curriculum, and are skilled in integrating science skills and content alongside other disciplines, including our Design Thinking and STEAM offerings. Drawing on the use of phenomenon-based, student-centered, and inquiry-based pedagogies, the 7th & 8th grade science teacher will enjoy fantastic facilities and significant freedom and creativity in designing and delivering our established curriculum.



MAIN AREAS OF FOCUS and RESPONSIBILITY

- Teach four sections of 7th & 8th Grade Science
- Implement the 7th & 8th Grade Science curricula with a student-centered approach
- Oversee and advocate for a group of 10-12 advisory students, through daily advisory meetings and one advisory class per week
- Develop a positive intellectual, emotional, and social climate within the classroom



ESSENTIAL DUTIES

- Successfully teach all assigned classes in accordance with age appropriate best practices
- Maintain accurate and complete academic reports that provide a cumulative record of student performance; Prepare evaluations, grades and progress reports according to prescribed procedures and deadlines
- Demonstrate an affirming attitude toward the school, a willingness to accept positive criticism, a professional demeanor and integrity
- Encompass a positive discipline approach in guiding student behavior
- Develop learning experiences that meet the students' varying needs and interests
- Report immediately major student misbehavior to the appropriate division director
- Maintain high standards of respect, courtesy, and mutual consideration with the school community, including with students, staff, and parents
- Serve on faculty committees as needed
- Communicate in a positive, supportive, timely and professional manner with parents (written and verbal) on an ongoing basis
- Attend faculty and division meetings including required meetings/events before the beginning of, during and after the conclusion of the school year
- Demonstrate openness to observations, feedback, and coaching on classroom instruction
- Participation in the CAIS outdoor education program as needed
- Administrative and supervisory duties outside of class as assigned by the middle school director

ESSENTIAL SKILLS, EXPERIENCE, and REQUIREMENTS

- Bachelor's degree
- Minimum: 2 years classroom experience
- Excellent interpersonal and communication skills
- Experience working with diverse communities
- Commitment to school mission, policies and initiatives
- Experience with curriculum development
- Initial and continued criminal background clearance by DOJ and FBI
- Initial and continued tuberculosis clearance

VALUED SKILLS & EXPERIENCE

We value, but do not require, the following attributes:

- Teaching credential, Master's in Education (M.Ed.), or equivalent
- Bilingual: English/Mandarin is a plus
- Personal experience with second language acquisition



COMPENSATION

CAIS offers a competitive salary commensurate with experience and education, as well as a comprehensive benefits package. The compensation range of \$81,400-\$129,400 reflects the full-time, school-year position. Please see the final page for a description of benefits.

ABOUT CAIS

As the nation's first Mandarin immersion day school, Chinese American International School (CAIS) is an independent Preschool through 8th grade school in San Francisco. Our mission—*Embrace Chinese, Become Our Best Selves, and Contribute to a Better World*—guides every aspect of our work. CAIS prepares students to navigate and contribute to an interconnected world through language, culture, and character development.

Our new campus and state-of-the-art performing arts facilities provide an exceptional foundation for creative teaching, learning, and community engagement.

TO APPLY

CAIS's commitment to [diversity, equity and inclusion](#) is central to our mission. People of color and LGBTQIA candidates are strongly encouraged to apply. Interested candidates should email a cover letter, resume, and list of references to middle_school_jobs@cais.org, attention: Joe Williamson. **PLEASE NOTE: In the subject line indicate "7TH & 8TH GRADE SCIENCE."** In your cover letter, please reference how you learned of this opening. Please no calls.



Life Changing. World Changing.



毅力 Perseverance



好奇 Curiosity



包容 Inclusion



勇气 Courage



善良 Kindness

CAIS AS A WORKPLACE

BENEFITS

CAIS is dedicated to attracting, developing, rewarding and retaining world-class employees and ensuring that this is a great place to work. We put a high priority on advances in compensation, benefits, and work climate with a 2026-2027 benefits package and perks including:

Distinctively CAIS Benefits

- Commuter benefits (up to \$340/month)
- Chaperone student trips to Taiwan (Taipei) and China (Guilin and Yunnan Province)
- Dynamic, dual culture setting valuing honest self assessment, thoughtful self reflection, intentional planning, and focused implementation

- Employer-funded Health Savings Account (HSA) and Pre-tax HSA employee contribution
- Pre-tax Flexible Spending Account (FSA) for medical and dependent care

Financial Benefits

- CAIS contributes 5% of your earnings immediately in a 403(B) retirement plan (no contribution required on your part)
- Transparent salary benchmarked to the Bay Area's competitive standards, including annual cost-of-living adjustments
- Consideration for relocation costs
- Approximately 90% adjustment to tuition for exempt employees

Vacation / Holiday / Paid Time Off

- Thanksgiving Break - 1 week
- Winter Break (December/January) - 2 weeks
- Winter Break (February) - 1 week
- Spring Break (April) - 1 week
- Summer Break - 9 weeks of summer from mid-June to mid-August
- Paid school holidays according to the school calendar
- Up to 2 additional days off for religious holidays
- Accrue 11.5 days of Sick Time annually
- Accrue 3 days of Personal Time annually

Professional Development

- Robust opportunities for conferences, workshops, and courses
- Membership in California Teacher Development Collaborative – <https://catdc.org/>

Quality of Life and Appreciation

- Monthly appreciation lunches
- Twice-yearly Faculty/Staff Appreciation Events
- Annual milestones luncheon
- Free tickets to annual dinner/dance gala
- Lunar New Year luncheon
- Birthday gift card

Health Benefits

- CAIS pays 100% of the premium for medical, dental, vision, acupuncture, chiropractic, short-term disability and long-term disability, and life insurance for you (along with competitive rates for spouse and family coverage)