



Position Title: Special Education Teacher

Reports To: Principal or Designee

FLSA Class: Exempt

Qualifications: The special education teacher will hold a current & valid Illinois Professional Educator License with a Learning Behavior Specialist 1 (LBS1) Endorsement

Evaluation: The Special Education Teacher will be evaluated by the Principal or designee according to the Perandoe Evaluation Plan

Summary:

The special education teacher provides each special education student with an educational program that will enable the student to reach their fullest physical, emotional, psychological, and behavioral potential. The special education teacher is responsible for case management, IEP's and related documentation, working in collaboration with other special education and related services staff. The Perandoe Special Education District seeks teacher candidates who are child-centered professionals with a high degree of energy, flexibility, and initiative. Expectations are that teachers also are clear verbal and written communicators, have well-developed interpersonal skills, practice reflective teaching, and seek continuous self-improvement.

Areas Of Responsibility:

1. Teaches reading, language arts, social studies, mathematics, science, teacher-directed physical education, technology, and/or other assigned subject areas to pupils in a classroom utilizing concepts and pedagogy adopted by the management council and other appropriate learning activities.
2. Instructs students in citizenship and subject matter specified in state law and administrative regulations and procedures of the school district.
3. Collaborates with classroom teachers, aides, social workers, parents and administration to determine and provide accommodations and modification to curriculum to meet students' instructional needs
4. Develops lesson plans and instructional materials and provides individualized and small group instruction in order to adapt the curriculum to the needs of each pupil.
5. Modifies lesson plans into learning experiences so as to best utilize the available time for instruction.
6. Is a full participant as an instructor and team member in the implementation of intervention strategies, differentiation and interventions.
7. Provides a program of support and enrichment for students with a variety of ability levels and social emotional needs.
8. Establishes and maintains standards of pupil behavior needed to achieve a functional learning atmosphere in the classroom.
9. Collects and analyzes behavioral data to ensure proper implementation of comprehensive behavior programs, behavior intervention plans, and other behavioral strategies.
10. Evaluates pupils' academic and social growth, keeps appropriate records, and prepares progress reports.
11. Communicates with parents through conferences and other means to discuss pupils' progress and interpret the school program.
12. Identifies pupil needs and cooperates with other professional staff members in assessing and helping pupils solve health, attitude and learning problems.

13. Creates an effective environment for learning through functional and attractive displays, bulletin boards, and interest centers.
14. Maintains professional competence (stays up to date on education trends and requirements) through in-service education activities provided by the district and/or self-selected professional growth activities.
15. Maintains accurate, complete, and correct records as required by law, district policy, and administrative regulation.
16. Selects and requisitions books and instructional aids; maintains required inventory records.
17. Supervises pupils in out-of-classroom activities during the assigned working day.
18. Participates in curriculum development programs.
19. Schedules, participates and attends iep meetings
20. Creates and revise IEPs for students and monitors their progress.
21. Keeps records and reports pertinent to the special education program
22. Other duties as assigned by administration.

The statements in this job description are intended to describe the general nature and level of the work to be performed by (an) individual(s) assigned to this position. They are not an exhaustive list of all duties and responsibilities related to the position. This job description will be reviewed periodically as duties and responsibilities change with district necessity and Management Council policy and procedures. Essential and marginal job functions are subject to modification.

Employee Benefits: Special Education Teacher/TVI 2025-26

Total Salary/Benefit Package (For School Year)

- Based tentatively per resume (we will need transcripts for final determination) for 180 days.

180 Days	BS	BS+15	MS	MS+15	MS+30	MS+45*
1	43,750	44,500	45,250	46,000	50,300	54,300
2	44,950	45,700	46,450	47,200	51,500	55,500
3	46,150	46,900	47,650	48,400	52,700	56,700
4	47,350	48,100	48,850	49,600	53,900	57,900
5	48,550	49,300	50,050	50,800	55,100	59,100
6	49,750	50,500	51,250	52,000	56,300	60,300
7	50,950	51,700	52,450	53,200	57,500	61,500
8	52,150	52,900	53,650	54,400	58,700	62,700
9	53,350	54,100	54,850	55,600	59,900	63,900
10	54,550	55,300	56,050	56,800	61,100	65,100
11	55,750	56,500	57,250	58,000	62,300	66,300
12	56,950	57,700	58,450	59,200	63,500	67,500
13	58,150	58,900	59,650	60,400	64,700	68,700
14	59,350	60,100	60,850	61,600	65,900	69,900
15	60,550	61,300	62,050	62,800	67,100	71,100
16	61,750	62,500	63,250	64,000	68,300	72,300
17	62,950	63,700	64,450	65,200	69,500	73,500
18	64,150	64,900	65,650	66,400	70,700	74,700
19	65,350	66,100	66,850	67,600	71,900	75,900
20	66,550	67,300	68,050	68,800	73,100	77,100
21	67,750	68,500	69,250	70,000	74,300	78,300
22	68,950	69,700	70,450	71,200	75,500	79,500
23	70,150	70,900	71,650	72,400	76,700	80,700
24	71,350	72,100	72,850	73,600	77,900	81,900
25	72,550	73,300	74,050	74,800	79,100	83,100

MS+45* = apply Specialist or Doctorate

Retirement Plan

- TRS (Teacher's Retirement System)
- Employee pays \$0 and Employer pays TRS 9%, THIS .90%, ETHIS .67%, and TRS 2.2 .58% rate.

Medical Insurance:

- \$7,130 toward employee policy premium
- or \$6,630 Cash Option added to salary
- Vision and Dental: Employee paid

Paid Leave:

- Sick Days: 16 (unused accumulate to a maximum of 372 days)
- Personal Days: 3 (not used rolls into sick days)

Mileage:

- Reimbursed at the IRS rate

Professional Development

- District Paid Professional Development Opportunities