

Job Announcement
Teacher of the Visually Impaired

Please Circulate and Post



**CALIFORNIA
DEPARTMENT OF
EDUCATION**

Final Filing Date: Until Filled (desire to fill for 2026 – 27 school year)

UNIT/PC#: 184-620-9151-008

Tenure/Time Base: *Non-tenured, Full-Time

Location: California School for the Blind, Fremont 500 Walnut Avenue, Fremont, CA 94536

Base Salary per month: \$5,159.00 - \$9,543.00**

Recruitment & Retention per month: \$1,200.00

Total Salary per month: \$6,359.00 - \$10,743.00

Annual Salary: \$76,308.00 - \$128,916.00

Workdays: 184 (Academic Calendar)

Duties

Under the direct supervision of a California School for the Blind (CSB) Principal, the Teacher of the Visually Impaired provides direct instruction to visually impaired students. Assesses and evaluates learning strengths and weaknesses. Develops and implements an appropriate Individualized Education Plan (IEP) and Individual Transition Plan (ITP) (as appropriate) for each student in conjunction with designated instructional services and other support staff. Maintains a safe classroom environment with clear guidelines for student behavior. This position may be based full-time on CSB's campus or may be based part-time on CSB's campus and part-time at a local middle school or high school campus supporting CSB students in mainstream classes.

Required Qualifications

- Bachelor's Degree (Master's Degree preferred)
- Has met the California Basic Skills Requirement
- Possession of a California Education Specialist Teaching Credential – Visual Impairments (Intern Credential will be considered)

Desired Qualifications

- Experience as a teacher for students with blindness, sensory impairments, and/or multiple disabilities.
- Experience working with students with visual impairments and additional disabilities
- Knowledge of specialized curriculum and assessments for students with visual impairments, including students with additional disabilities.
- Familiarity with California Common Core Standards for English, Math, and Science
- Experience writing IEP goals and implementing them.
- Knowledge of Braille (Unified English Braille and Nemeth Code)
- Knowledge of assistive technology, i.e. screen readers, refreshable braille displays, braille note taking devices and experience determining the students'

- needs and instructing them on its use.
- Understanding of the Expanded Core Curriculum (ECC) and experience implementing curriculum with a variety of students and age ranges.
- Experience with and understanding of positive behavior supports
- Knowledge of Learning Media Assessment and Functional Vision Assessments – experience in assessing and writing goals from results preferred.
- Possess excellent report writing skills.
- Possess excellent collaboration skills and can work effectively with a team.
- Valid Driver's License

Please refer to Duty Statement for further information related to job expectations.

Benefits

Benefit information can be found on the California Department of Human Resources website, www.calhr.ca.gov and the California Public Employees Retirement System website www.calpers.ca.gov

From employee pensions managed by CalPERS to health, dental, and vision plans, state employment offers you many benefits. The Savings Plus Program provides additional opportunities to save for retirement with 401(k) and 457 Plans.

CalSTRS is only applicable if you are currently in the CalSTRS system and wish to remain in their retirement system.

The Teacher position at CSB works 184 days in the academic year (August – June).

Pre-Employment Clearance

This position requires the following pre-employment clearance:

- Tuberculosis (TB) Risk Assessment and or Test
- Federal Bureau of Investigations (FBI) and Department of Justice (DOJ) Fingerprint Clearance.

Final Filing Date: Open Until Filled (Position to start next academic year – August 2026)

How to Apply

Submit the following required documents:

- California School for the Blind Faculty Application
- Resume
- Copy of transcript(s) from Bachelor's degree or above (upon hire, original transcripts are required)
- Attached Commission on Teacher Credentialing (CTC) public view of credential status or credential copy
- Three Letters of Recommendation (Note: Letters of Recommendations can be submitted later but will be required at the time of the interview. Please indicate if letters of recommendation are not included with application packet)

Submit the completed application packet via email or mail to:

Dr. Chemene Hooker-Henry, Director - Human Resources
CA Dept. of Education – California School for the Blind
CA Dept. of Education State Special Schools Services Division – Diagnostic Centers
500 Walnut Avenue
Fremont, CA 94536
chhenry@csb-cde.ca.gov

All applications will be screened based upon desirable qualifications and experience.

For questions and/or additional information, please contact Dr. Chemene Hooker-Henry, at chhenry@csb-cde.ca.gov or Shannon Johns, at sjohns@csb-cde.ca.gov For more information regarding the position visit [California School for the Blind](http://www.csb-cde.ca.gov) or <http://www.csb-cde.ca.gov>

The State of California is an Equal Opportunity Employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

*Effective July 1, 2025, in accordance with the applicable Memorandum of Understanding, the Personal Leave Program 2025 (PLP 2025) was implemented. PLP 2025 requires each full-time employee in Bargaining Unit 3, and related Excluded, Exempt and Statutory Exempt employees, will have their base salary reduced by 3 percent and will receive 3.75 hours PLP 2025 leave credits monthly through June 2027. Salaries do not reflect the recent changes. Part-time employees are subject to the same conditions as full-time employees, on a prorated basis equivalent to their time-base. Permanent intermittent employees are subject to the same condition as full-time employees, based on the number of hours worked in the pay period.

**Per the SEIU Local 1000 Bargaining Unit 3, section 22.6.3 Tenure – Special Schools (Unit 3), subsection B, Acquisition of Tenure, tenure is acquired by meeting all of the requirements specified in any one of the following subsections: 1. Full-time service as a pre-tenured employee at one special school in one or more classes of employees for three (3) successive school terms or fiscal year, as applicable; and commencement of service upon reappointment for full-time service at that school for the next school term or fiscal year, as applicable. The tenure is in that school. For additional subsections, please refer to the Bargaining Unit 3 contract.