

Special Education Teacher

FLUCP Inc. DBA Happiness House

Rochester, NY 14620

Teacher

Full-time

Onsite

\$50,000 - \$65,000 a year

Posted on July 20, 2026

Organization Statement

What happens here changes lives forever!

Job Description

Special Education Teacher

Location: Happiness House at the Golisano Autism Center (Rochester, NY)

Salary: \$50,000 - \$65,000 per year

The listed base pay range is a good faith representation of current potential base pay for successful applicants. It may be modified in the future. Pay is determined by factors including experience, relevant qualifications, internal equity, and location.

Employment: Full Time/School Year (37.5 hours per week) - Monday through Friday during program hours. Evening and weekend work may be required as job duties demand. Includes 6-week Summer program. School Year position follows the school calendar with vacations coinciding with school breaks. *Benefits include paid school breaks, 10 paid holidays, paid personal leave, paid sick leave, matching 403b, health, dental, vision insurance, & more!*

Summary/Objective: The Special Education Teacher plans and provides educational instruction to young children with disabilities in a pre-school classroom. Creates and maintains a structured and effective program and safe environment that provides for the individual development needs of the children. The Special Education teacher works collaboratively with all members of the

classroom, therapists, and psychologists.

Supervisory Responsibility: Directly supervises 1:1 Aides, Paraprofessionals, Teacher Aides, and Teaching Assistants

Other Duties: This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Work Environment: This job operates in a preschool program environment. This role routinely uses standard office equipment.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to sit, stand; walk; use hands to finger, handle or feel; and reach with hands and arms. The employee must frequently lift and/or move objects up to 10 pounds and occasionally lift and/or move objects up to 30 pounds. The employee must frequently push/pull objects up to 100 pounds.

Travel: Travel is primarily local during the business day, but employee will be expected to work at any of our partner agencies. Some out-of-the-area and overnight travel may be expected.

*****Our comprehensive benefit plan includes but is not limited to (full-time & part-time positions only):**

- Affordable Medical (full-time only) / Dental / Vision Insurance
- Paid Personal Time Off
- Paid School Breaks as designated on the school calendar
- Paid Sick Time
- 10 Paid Holidays
- Matching 403B and/or ROTH Retirement Plan

- Additional Insurance Offerings - Term Life, Short Term Disability, Critical Illness with Cancer Rider, Accident Insurance, Identity Theft Protection
- Employer Paid Term Life/AD&D Insurance & Long Term Disability
- Employer Paid Health Reimbursement Arrangement (HRA)
- 25% Tuition Discount for benefit-eligible Employees and Family Members at Roberts Wesleyan College

EEO Statement: The agencies are equal opportunity employers. We do not discriminate against employees or applicants in the hiring, promotion, compensation, placement, termination, layoff, recall, transfer, leaves of absence or any other term or condition of employment on the basis of race, color, religion, sex, sexual orientation, gender orientation/identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran, domestic violence victim status, prior arrest and conviction records or any other protected category in accordance with applicable federal, state and local laws.

Responsibilities

Responsibilities include, but are not limited to:

1. Imparts agency philosophy of "Equal Opportunity, Independence and Realization of Individual Potential" to children, families, program staff and community resources.
2. Maintains confidentiality of information relating to individuals and their families in accordance with agency policy and FERPA regulations.
3. Administers standardized assessment tools to obtain data necessary for the development of the identified special needs student's Individual Education Program (IEP) following all NYS learning standards set forth for the Preschool student.
4. Develops Individual Education Program (IEP) goals for each child identified during annual review time. Documents progress through quarterly goal updates and amends goals as needed.
5. Demonstrates knowledge of technology and literacy devices which enhance the instructional opportunities for individual children.
6. Organizes a structured instructional program providing for the individual developmental needs of special needs children in collaboration with Teacher's Assistant or classroom aides and other support personnel.
7. Maintains all required paperwork, including daily/monthly attendance records.

8. Adapts and modifies the early childhood curriculum/lesson plans to meet the needs of the children with special needs.
9. Demonstrates the ability to incorporate individual student, family, socioeconomic backgrounds to enhance learning and communication.
10. Participates in all parent-teacher conferences for special needs children.
11. Attends all staff and discipline meetings.
12. Completes annual performance appraisals for teacher aides, teaching assistants, paraprofessionals and 1:1 aides with input from the Early Childhood Education Teacher and Director.
13. Coordinates classroom team and planning meetings to facilitate appropriate programming for each child.
14. Participates in school district Committee on Preschool Special Education and Committee on Special Education meetings.
15. Supervises students, interns and volunteers placed in the classroom setting.
16. Develops 1:1 Aide plans defining roles and responsibilities of 1:1 Aides assigned to any student in the classroom. Reviews and teaches the 1:1 Aide the plan and all techniques required
17. Utilizes techniques/methods specific for children who require additional learning support or learning style. (discrete trials, visual strategies etc).
18. Defines programs/lessons in conjunction with the paraprofessional and Coordinator.
19. Provides feedback to classroom staff on techniques to improve student success and will train or re-train if needed to ensure success of staff and student.
20. Handles emergency health situations that may develop.
21. Schedules parent and family classroom visits in conjunction with Director or designee.
22. Requisitions supplies and equipment through Department Coordinator and Program Director or designee.
23. Develops an annual inventory of all classroom equipment and supplies in collaboration with the elementary education teacher, if applicable.
24. Participates in conferences, workshops. Department meetings and in-service training as needed or recommended to enhance job skills and personal growth and development.
25. Adheres to agency's policies and procedures as well as department guidelines.

Qualifications

Minimum Qualifications:

1. Bachelor's degree in Education with NYS Certification for Students with Disabilities (Birth – Grade 2).
2. Experience with young children with developmental delays.
3. Knowledge of child development, developmental disabilities and student learning.
4. Knowledge of content and instructional planning and implementation.
5. Proficient computer skills with knowledge of Microsoft Office programs.
6. Ability to modify classroom activities to accommodate the individual needs of the children.
7. Must have demonstrated commitment to performing job duties and tasks at a high level of performance.

Competency Requirements:

1. Strong Leadership Skills.
 2. Effective Communication Skills.
 3. Effective Classroom Management Skills
 4. Ability to work effectively in a collaborative team environment
 5. Ability to facilitate group meetings
 6. Ability to set priorities and adapt to change
- **Minimum Education Level:** Bachelor's Degree
 - **Preferred Education Level:** Bachelor's Degree

Application Instructions

Apply online by going to the following link:

https://recruiting.myapps.paychex.com/appone/MainInfoReq.asp?R_ID=7128487

Language Requirements

English