



2026-2027 Elementary School Multiple Subject Bilingual Mandarin Teacher (0736)

Job Class: 0736, Multiple Subject Bilingual Mandarin Teacher

Salary Range: \$72,943-\$137,945/annually

Length of Appointment: 2026-2027 school year

Calendar: Full Time / Full Year

Who We Are

The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, serving more than 50,000 students who speak more than 44 documented languages across 121 schools in the city of San Francisco every year. We aim for every student who attends SFUSD schools to discover his or her spark, along with a strong sense of self and purpose, and that all students graduate from high school ready for college and career, and equipped with the skills, capacities and dispositions outlined in [SFUSD's Graduate Profile](#). Every day in our quest to achieve this mission we provide each and every student the quality instruction and equitable support required to thrive in the 21st century.

What It Means to Work Here

The SFUSD community is unified by our [Core Values](#):

- Student-centered: We put students' needs first
- Fearless: We persist through challenges
- United: We celebrate and build on each other's strengths
- Social Justice: We stand with those most vulnerable in our community
- Diversity-driven: We respect and seek to understand each person

We are also inspired by [Vision, Values and Guardrails](#) which captures our aspirations and vision for the future of public education in San Francisco. Alongside the District's strategic plan, SFUSD is reimagining how public education will change over the next decade to meet the dynamic future of San Francisco. As a [CORE district](#), SFUSD is also a leader in critical systems change for more comprehensive school accountability and innovations that help strengthen the instructional core, which is the foundation of our strategic plan and Vision 2025.

Who We Want

We want talented people from diverse backgrounds and experiences, who are inspired by our mission, steeped in equity, and who are motivated to unleash our children's potential. We want people who are strong collaborators, skilled communicators, and problem solvers who are comfortable in a community of continuous learning.

- Common Core State Standards, ELA/ELD Framework, ELD Standards, Positive Behavioral Intervention and Supports (PBIS), Response to Intervention/Multi-Tiered Systems of Support, and Universal Design for Learning and backwards unit, and lesson design experience.
- Pedagogy, curricular programs (Balanced Literacy practices within Reading and Writing Workshop), reading assessments (F+P, RI, etc.), and supplementary materials for historically underserved populations and English Learners.
- Small group instruction for reading intervention including lesson planning, organizational systems, ongoing assessments, analysis of data, and various techniques/practices.
- Methods and frameworks for professional development facilitation, adult learning, and observation-based coaching cycles.
- Principles and practices of organization and leadership.
- Diverse academic, socio-economic, cultural, ethnic, and disability backgrounds of District students and staff.



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Essential Duties

In accordance with the California Standards of the Teaching Profession, teachers work under the supervision of site or central office administrators and in collaboration with their school staff, families and community and are responsible for the fulfillment of the essential duties set forth below:

- Plan, prepare and deliver effective lessons to students in Mandarin
- Provide instruction in both Mandarin and English following programmatic guidelines
- Provide small group targeted reading intervention to K–5th grade elementary students.
- Utilize a feedback cycle grounded in data to support teacher growth and development.
- Support teachers with the implementation of: Appropriate Common Core State Standards content; Designated and Integrated ELD instruction; Language and Literacy practices; and District-adopted curriculum.
- Collaborate with central and site leadership in regular learning walks and informal classroom observations to capture learning indicators and progress monitoring data of adult practice for use during reflection on schoolwide practice and identification of leadership next steps.
- Serve as a member of the Instructional Leadership Team to plan and implement a quality professional learning plan that aligns: Professional development; Teacher observation and feedback; Teacher team (PLC) inquiry and collaboration; and Classroom-based mentoring.
- Other duties that support instruction as assigned.

Minimum Qualifications

In accordance with the CA Commission on Teacher Credentialing, candidates must hold the appropriate teaching credential and authorizations:

- Multiple Subject Credential with Mandarin Bilingual Authorization

Preferred candidates will also have:

- Five (5) years of successful classroom teaching experience and strong language, literacy, pedagogical, and content knowledge
- Experience with language/literacy supports essential for learning across content areas.
- Experience facilitating professional development and application of adult learning theory, or success in a site leadership role.
- Experience with successful small group reading instruction to support acceleration for struggling readers.
- Experience with priority instructional strategies across academic content areas (e.g., Balanced Literacy; ELD key shifts).

As well as ability to:

- Work with students who struggle with reading and provide intensive supplemental instruction to students outside of the classroom.
- Determine staff development needs and develop strategic plans to meet those needs.
- Serve as a positive leader in the school, including: Rallying enthusiasm for balanced literacy practices; Having motivation and conviction that all students can learn and grow as readers and writers; and Developing a positive climate on campus.
- Plan, organize, and complete multiple projects simultaneously, meet deadlines, regularly evaluate outcomes, respond to requests (primarily email) in a timely manner, particularly requests to read and interpret instructional guidance and disseminate information to teachers and site leaders.



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- Establish and maintain effective working relationships with others of diverse backgrounds, experience, and personalities, and work with diverse school sites and conditions in a manner that achieves District goals.
- Communicate effectively in English orally and in writing, and model communication skills using tact, patience, and courtesy to respond to the needs of team members and others.
- Operate personal computer, related software, and other office equipment, and flexibly learn new applications and systems as needed.
- Meet District standards of professional conduct as outlined in Board Policy.

What We Offer

SFUSD offers a competitive salary of \$72,943-\$137,945/annually commensurate with experience in a similar position. We offer a comprehensive benefits plan including dental and vision plans, a defined benefit pension plan, disability, life insurance, flexible spending account options and vacation time. We also offer an inclusive and equity-centered environment where we encourage staff to bring their whole selves to work.

**SFUSD will credit years of verified service if you were an educator in another school district.

* We offer fully subsidized health benefits for individual coverage including free dental and vision benefits.

***NEW: Starting 7/1/2026: District pays 50% of Kaiser employee contribution for Employee+1 and Family (Employee Only status quo); non-Kaiser = pay difference vs Kaiser; eligible = 50%+ FTE and already receiving employee-only premium contribution

***NEW: Starting 1/1/2027: District pays 100% of Kaiser premium for Employee Only, Employee+1, Family; non-Kaiser = pay difference vs Kaiser; same eligibility

* Retirement pension contributions up to 19.1% equivalent of base pay.

* Free life insurance up to \$25,000.

* Pre-tax medical & dependent care flexible spending accounts.

* A pre-tax commuter transit program is offered.

Non-credentialed salary schedules

- K-12 Teacher (Intern, Emergency and other Non-Credentialed) BA & < 30 semester units- starting @ \$72,943 base + SFUSD benefit contribution
- K-12 Teacher (Intern, Emergency and other Non-Credentialed) BA & > 30 < 59 semester units- starting @ \$73,415 base + SFUSD benefit contribution
- K-12 Teacher (Intern, Emergency and other Non-Credentialed) BA & > 60 semester units- starting @ \$77,018 base + SFUSD benefit contribution

Fully Credentialed Salary Schedules

- B6 - K-12 Teacher (Fully Credentialed) BA & < 30 semester units- starting @ \$83,278 base + SFUSD benefit contribution
- B7 - K-12 Teacher (Fully Credentialed) BA & > 30 < 59 semester units- starting @ \$86,628 base + SFUSD benefit contribution
- B8 - K-12 Teacher (Fully Credentialed) BA & > 60 semester units- starting @ \$89,322 base + SFUSD benefit contribution

How to Apply

- Visit <https://jobs.sfusd.edu/> and create a new account to begin your application.
- You will be prompted to electronically attach a letter of interest, resume, list of professional references and any applicable credentials or licenses
- Our Human Resources team will then review your entire application to determine your eligibility status and contact you directly should you move forward in the process



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Verification

Applicants may be required to submit verification of qualifying education and experience at any point during the recruitment and selection process.

Note: *Falsifying one's education, training, or work experience or attempted deception on the application may result in disqualification from this and future job opportunities with the San Francisco Unified School District.*

District Nondiscrimination Statement:

San Francisco Unified School District prohibits discrimination, harassment, intimidation, sexual harassment and bullying based on actual or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, reproductive health decision making, physical or mental disability, medical condition, sex, sexual orientation, gender, gender identity, gender expression, veteran or military status, or genetic information, or association with a person or a group with one or more of these actual or perceived characteristics or any other basis protected by law or regulation, in its educational program(s) or employment.

For more information about the District's non-discrimination policy, please review [Board Policy 4030](#).

Title IX Nondiscrimination Statement and Grievance Procedures:

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

District Title IX Coordinator:

Eva Kellogg
Office of Equity
555 Franklin Street, 3rd Floor, San Francisco, CA, 94102
415-355-7334 or equity@sfusd.edu

For more information on the District's Sexual Harassment policy and grievance procedures, please review [Board Policy 4034](#).

Title IX Nondiscrimination Statement and Grievance Procedures:

Any person may report discrimination on the basis of a physical or mental disability (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination on the basis of a physical or mental disability), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Section 504 Coordinator.

District Section 504 Coordinator:

Alicia Rodriguez
1515 Quintara St., San Francisco, CA, 94116
(415) 242-2615 or rodrigueza@sfusd.edu