

SOJOURNER TRUTH ACADEMY, A SMALL SCHOOL WHERE YOU CAN HAVE A BIG IMPACT!

WHO WE ARE

STA OFFERS EMPLOYEES

- Diverse school community with deep connections to the families we serve.
- Staff culture that values your voice and engages teachers in decision-making.
- Supportive and engaged leaders who are invested in your professional growth.

BENEFITS

- Competitive salary and health benefits
- Performance-based pay increases
- Teacher and public loan forgiveness
- Support staff in every classroom

WHO YOU ARE

OUR IDEAL CANDIDATE HAS

- 2+years of experience or is pursuing a second career in teaching OR
- New teachers who are self-starters, eager to learn and committed to coaching
- Experience in diverse environments
- Holds a demonstrated belief in all student's ability to learn and achieve at high levels
- Holds appropriate Minnesota licensure for teaching positions

WHAT YOU'LL DO

Join our team of licensed teachers and highly qualified paraprofessionals for the 2026-2027 school year. We are seeking a licensed **Special Teacher** to serve a range of grades levels from K-8.

TO APPLY

- Applicants should submit their resume at <https://sojournertruthacademy.org/job-openings>
- Applicant materials will be accepted until the positions are filled.

THE FINE PRINT

COMPENSATION

- ★ \$42,000-\$52,000+ Experience-based, Teachers
- ★ \$20 per hour+ Experience-based, Paraprofessionals
- ★ Potential Annual Performance-Based Salary Increase
- ★ Teacher & Public Loan Forgiveness Eligible Institution
- ★ Staff tuition reimbursement program for pursuing a teaching license or furthering teacher education
- ★ Competitive Family Benefits Plan:
 - Single Medical Coverage Paid at 100%
 - Medical, Dental, Life/ADD, Long Term Disability Prescription & Retirement benefits
 - Voluntary Vision, Life/ADD, Accident, Critical Illness, & Hospital insurance
 - Wellness and fitness benefits

POSITION SUMMARY

As a member of **STA's Academic Team**, the **Special Education Teacher** is responsible for setting standards and laying a foundation of academic and social success for special education scholars by providing high quality, relevant educational instruction in a positive learning environment.

Sojourner Truth Academy is a PK-8 open-enrollment public charter school in Minneapolis, MN. We are driven by our mission to prepare children for the future by building confidence and a strong sense of self-worth through small classrooms and an open, safe, family-like environment. STA supports families by embracing change when necessary for the good of the children and serving as a bridge to the community. Staff at STA is dedicated to and held accountable for providing a learning experience that is culturally relevant, challenging and fun.

WORK CULTURE

- An open-door, community-like environment where staff and scholars are valued and celebrated
- 89% of staff agree STA is a good place to teach and learn

- Entering the second year of our 5-year Strategic Implementation plan in support of our scholar success profile with 3 strategic priorities: 1) Create strong academic vision and support for strong instructional practice 2) Increase effective use of data to drive scholar success
3) Develop a talent strategy that builds and effective team and drives a joyful culture

OUR STAFF

- Cultural competency is prized, nurtured, and developed at STA
- STA takes pride in the diversity of our staff: 70% of staff are people of color; 42% of STA teachers are people of color
- Average staff longevity is 7 years

CAREER DEVELOPMENT & SUPPORT

- 92% of staff agree STA is committed to improving instructional practice
- Team-based work culture with embedded weekly professional learning community sessions
- Focus on data driven growth with 15 annual PD days, on demand Specialist Teacher support in math, reading, special education, & MLL education
- Licensure CEU requirements embedded into staff development schedule
- Weekly teacher support from Lead Teacher, grade-level teams, MTSS Team & our Academic & Behavior Support Teams
- 10 days annual paid time off with 21 paid school holidays

IN THE CLASSROOM

- 24:1 Classroom scholar to teacher ratio
- 13:2 Pre-Kindergarten scholar to teacher ratio
- A support staff member in every classroom
- Classroom Budget provided