



Human Resources Office

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VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

June 13, 2025

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.














Teacher – Academy of Health Professions-Nursing School Based Harford Technical High School

Position Summary : To create a safe atmosphere conducive for learning and implements instruction in ways that allows all students to learn.





ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE







ESSENTIAL FUNCTIONS:

These are intended only as examples of the various types of job duties to be performed. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.










-  Plans and provides for appropriate learning experiences for students.
-  Supervises students in a variety of school-related settings.
-  Monitors and evaluates student outcomes.
-  Communicates and interacts with students, parents, staff, and the community.
-  Develops, selects, and modifies instructional plans and materials to meet the needs of all students.
-  Provides an atmosphere and environment conducive to the intellectual, physical, social, and emotional development of children.
-  Strives to maintain and improve professional competence.
-  Maintains appropriate records and follows required procedures and practices.
-  Maintains regular, on-time attendance.
-  Attends meetings and serves on special committees
-  Monitors appropriate use and care of equipment, materials, and facilities.
-  Reacts to change productively.
-  Organizes and oversees the senior year clinical internship program at Upper Chesapeake Medical Center and Lorien Long Term Care and Rehabilitation Center and the allied health internship program at various sites in Harford County.

SALARY

-  Maintains all nursing student records of hours accrued for State licensure.
-  Prepares students to pass the written and practical Certified Nursing Assistant (CNA) and Geriatric Nursing Assistant (GNA) certification exams.
-  Supports students in Career and Technology Student Organization membership, preparation, and competition. .
-  Performs other work-related duties as assigned.

-  This is a full-time ten-month position. Salary range based on the FY 2024-2025 HCEA Salary Schedule for Certified Teacher Personnel. Starting Salary: \$57,225– Maximum Earnings Potential \$110,557.
-  Full salary schedules can be found at the bottom of the Current Vacancies webpage <https://www.hcps.org/departments/humanresources/vacancies.aspx>
-  HCPS offers an expansive benefits package including individual and family medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
-  For a complete list of benefits, please visit the Employment Benefits section of the Human Resources webpage:
<https://www.hcps.org/departments/HumanResources/Default.aspx>
-  For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the HCEA Negotiated Agreement:
<https://www.hcps.org/boe/collectivebargaining.aspx>
-  FLSA: Non-Exempt

TRAINING AND EXPERIENCE REQUIRED

-  Hold or be eligible for a teaching certificate from the Maryland State Department of Education
-  Classroom instruction and pedagogy experience
-  Knowledge of the structure and functions of the human body, including cellular biology and histology; medical terminology; mathematical operations and calculations related to healthcare; the scientific process; infection control; first aid; and the therapeutic, diagnostic, environmental and information systems of the healthcare industry.
-  Applicant must hold a valid Maryland Board of Nursing Certification as an RN licensed in Maryland.
-  Have a minimum of 2 years nursing experience, with at least 1 year of which was in caring for the elderly or chronically ill in the past 5 years.
-  Complete a course with a minimum of 16 hours of instruction in the principles of adult education (such as Train the Trainer); or have a minimum of 2 years teaching experience.
-  Interpersonal skills for community outreach purposes (internship programs)
-  Basic computer skills (Word, Excel, PowerPoint) recommended
-  Knowledge of current events in the field of health care

PROFESSIONAL AND TECHNICAL EDUCATION (GRADES 7-12) NEEDED [COMAR 13A.12.02.15]:

- A. To receive certification in professional and technical education (grades 7—12), the applicant shall complete one of the following options:
- (1) Option I: An applicant shall earn a bachelor's or higher degree in a state-approved career and technical program from an IHE.

- (2) Option II:
 - (a) An applicant shall have a bachelor's or higher degree in the career area to be taught from an IHE; and
 - (b) An applicant shall meet the professional education course work required in §B of this regulation.
- (3) Option III:
 - (a) An applicant shall earn an associate degree in the career area to be taught or a bachelor's or higher degree from an IHE, and provide official verification of 2 years of previous satisfactory occupational experience in the career area to be taught;
 - (b) The occupational experience in §A(3)(a) of this regulation shall:
 - (i) Be within 10 years of the issuance of the certificate; and
 - (ii) Include 1 year full-time employment; or
 - (iii) The applicant may substitute a Department-accepted, current industry recognized credential for the 1 year employment requirement; and
 - (c) An applicant shall meet the professional education course work required in §B of this regulation.
- (4) Option IV:
 - (a) An applicant shall have a secondary school diploma or the equivalent, and official verification of 3 years of previous satisfactory occupational experience in the career area to be taught;
 - (b) The occupational experience in §A(4)(a) of this regulation shall:
 - (i) Be within 10 years of the issuance of the certificate; and
 - (ii) Include 2 years full-time employment; or
 - (iii) The applicant may substitute a Department-accepted, current industry recognized credential for 1 year of the 2 year employment requirement; and
 - (c) An applicant shall meet the professional education course work as required in §B of this regulation.

B. Professional Education Courses.

- (1) With the exception of an applicant under §A(1) Option I of this regulation, the professional and technical education applicant shall complete 12 credits of professional education course work, as provided by §B(2) of this regulation, from an IHE or through Department-approved Continuing Professional Development credits.
- (2) The professional education course work shall include the following topics:
 - (a) Planning, delivering, and assessing instruction;
 - (b) Managing an effective classroom and minimizing risk;
 - (c) Differentiating instruction to accommodate special needs; and
 - (d) Providing reading, writing, and mathematics literacy instruction relevant to the career area.

C. The applicant shall be governed by current licensure, certification, or registration regulations administered by professional organizations or legally constituted authorities in the State in the career area to be taught.

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online employment applications will be accepted until filled.

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or TitleIX@hcps.org. Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or Renee.McGlothlin@hcps.org. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE