

Dance
Labor Market Analysis 2025-26

Introduction

This report includes three segments:

1. An occupational analysis from Lightcast for the 2025-26 period for students with an **Associate's Degree** in Accounting;
2. An occupational analysis from Lightcast for the 2025-26 period for students with an **Bachelor's Degree** in Accounting;
3. A comparative analysis of the labor market outcomes of both degrees.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
27-2031	Dancers
27-2032	Choreographers
27-2012	Producers and Directors
25-3099	Teachers and Instructors, All Other

Code	Description
25-2031	Secondary School Teachers, Except Special and Career/Technical Education
25-2022	Middle School Teachers, Except Special and Career/Technical Education
25-2021	Elementary School Teachers, Except Special Education

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6041	Marin County, CA
6075	San Francisco County, CA

Code	Description
6081	San Mateo County, CA
6085	Santa Clara County, CA
6087	Santa Cruz County, CA

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED

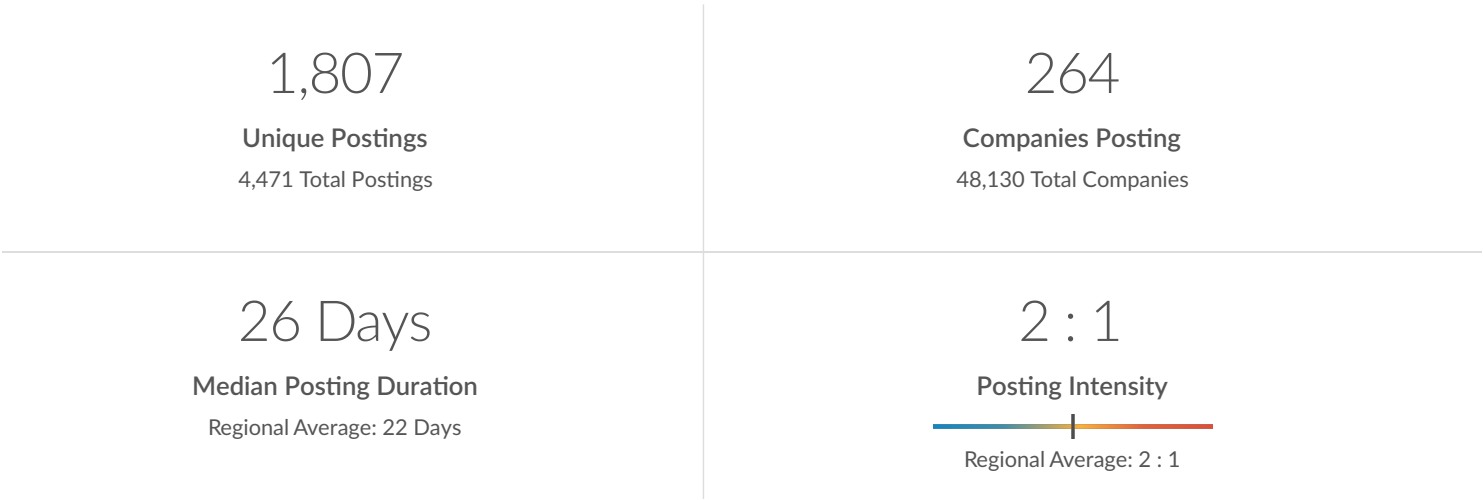
Description
Associate's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

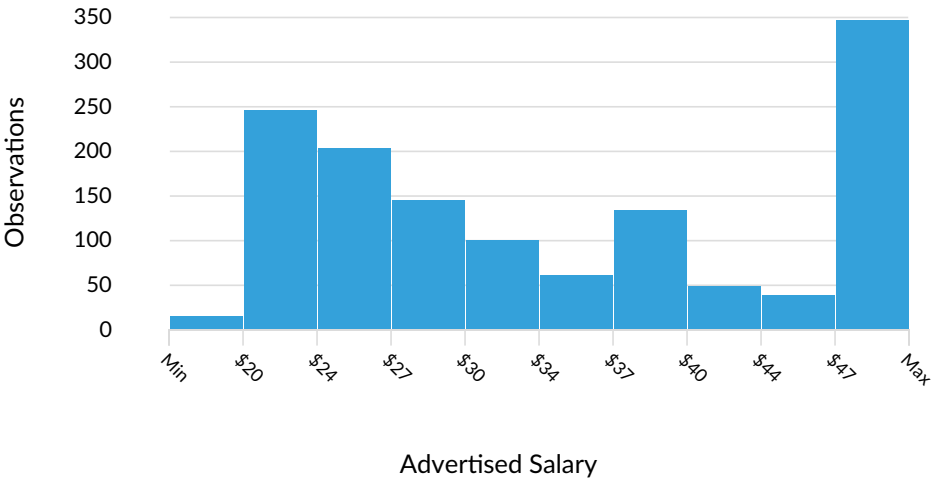


Advertised Salary

There are 1,329 advertised salary observations (74% of the 1,807 matching postings).

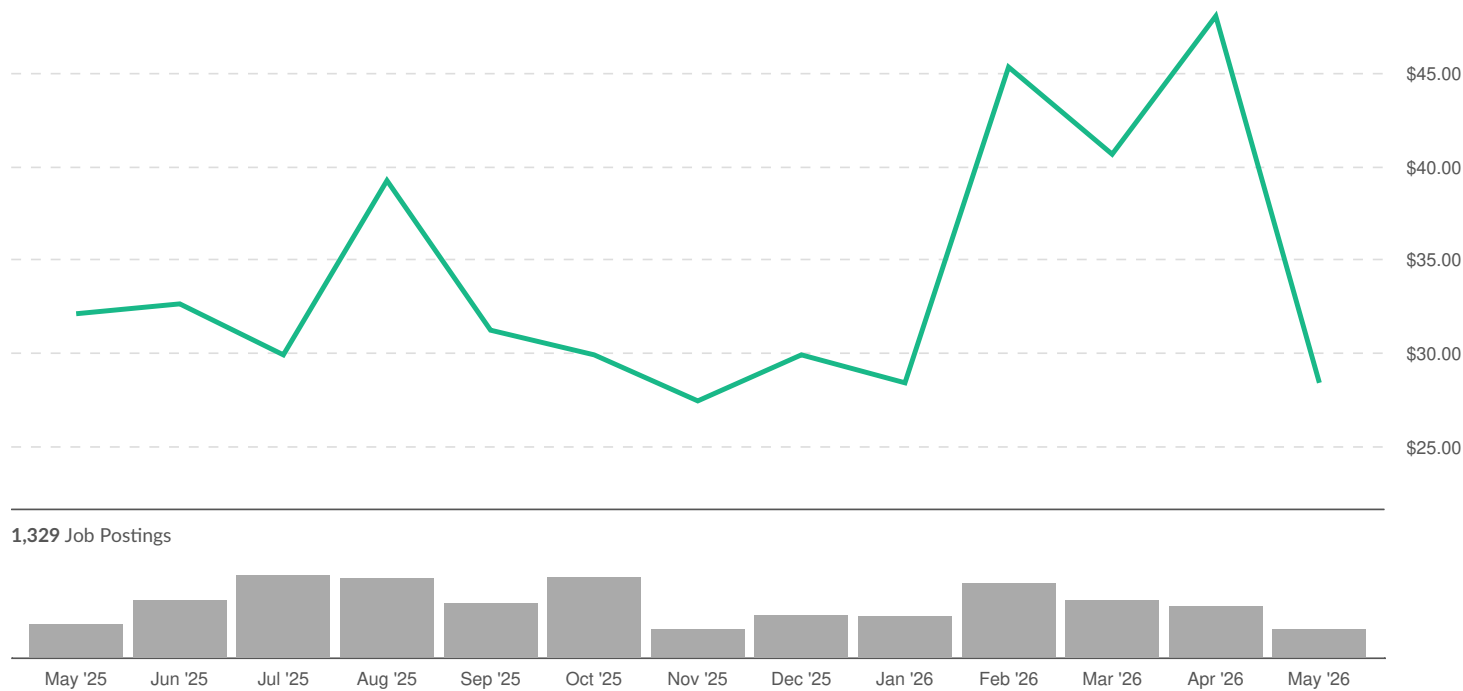
\$32.62/hr

Median Advertised Salary

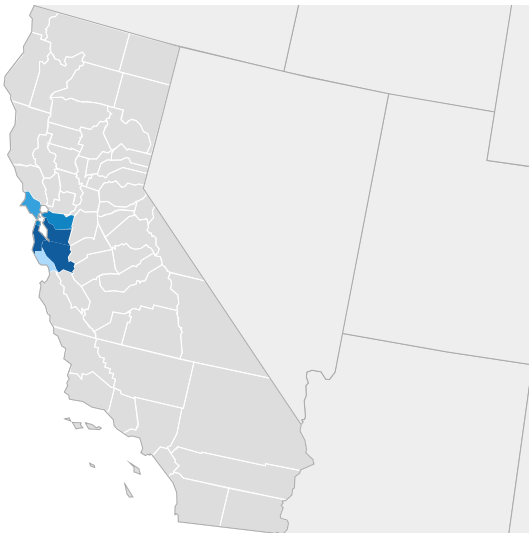


Advertised Salary Trend

▼ 11.5% May 2025 - May 2026
\$32.62 Median

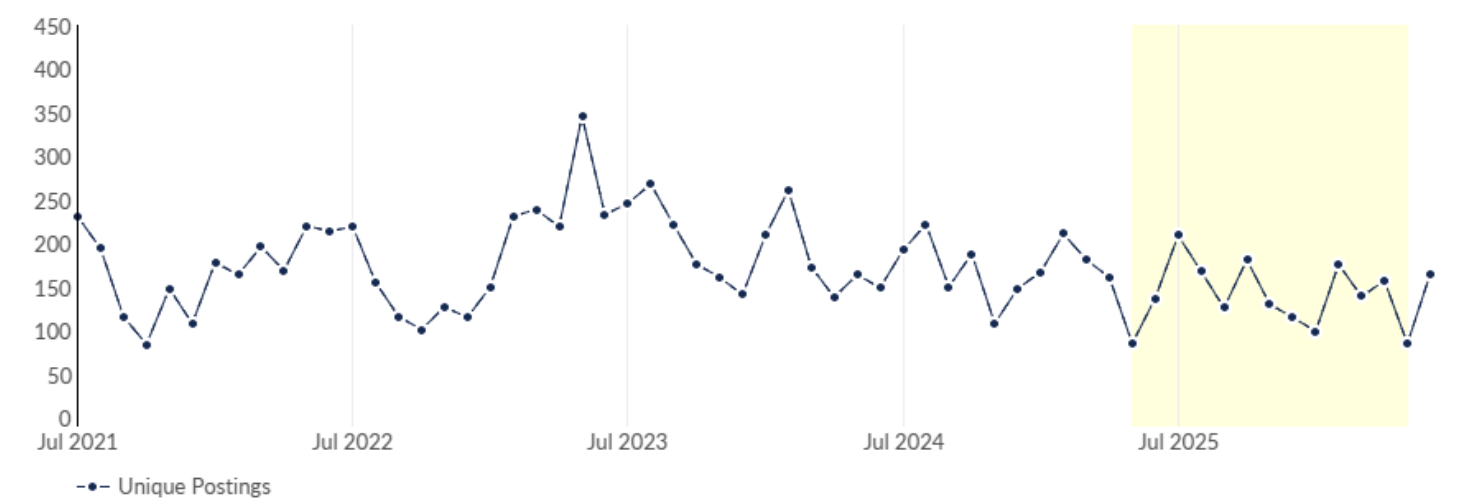


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Alameda County, CA	425
Santa Clara County, CA	421
San Mateo County, CA	399
San Francisco County, CA	242
Contra Costa County, CA	229

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	165	2 : 1
May 2026	85	2 : 1
Apr 2026	157	2 : 1
Mar 2026	139	3 : 1
Feb 2026	176	5 : 1
Jan 2026	99	3 : 1
Dec 2025	115	3 : 1
Nov 2025	130	2 : 1
Oct 2025	181	2 : 1
Sep 2025	126	2 : 1
Aug 2025	168	2 : 1
Jul 2025	209	2 : 1
Jun 2025	137	2 : 1
May 2025	85	2 : 1
Apr 2025	161	2 : 1
Mar 2025	181	5 : 1
Feb 2025	211	3 : 1
Jan 2025	167	4 : 1
Dec 2024	148	3 : 1
Nov 2024	108	4 : 1

Oct 2024	188	4 : 1
Sep 2024	150	4 : 1
Aug 2024	222	3 : 1
Jul 2024	192	4 : 1
Jun 2024	149	3 : 1
May 2024	164	3 : 1
Apr 2024	138	2 : 1
Mar 2024	173	2 : 1
Feb 2024	261	2 : 1
Jan 2024	209	2 : 1
Dec 2023	141	3 : 1
Nov 2023	161	4 : 1
Oct 2023	176	3 : 1
Sep 2023	221	3 : 1
Aug 2023	268	3 : 1
Jul 2023	246	3 : 1
Jun 2023	233	3 : 1
May 2023	346	4 : 1
Apr 2023	219	3 : 1
Mar 2023	239	4 : 1
Feb 2023	231	4 : 1
Jan 2023	150	3 : 1
Dec 2022	115	3 : 1
Nov 2022	127	3 : 1
Oct 2022	101	3 : 1
Sep 2022	116	3 : 1
Aug 2022	155	4 : 1
Jul 2022	219	2 : 1
Jun 2022	214	4 : 1
May 2022	220	2 : 1
Apr 2022	169	2 : 1

Mar 2022	196	2 : 1
Feb 2022	164	2 : 1
Jan 2022	178	3 : 1
Dec 2021	108	4 : 1
Nov 2021	148	3 : 1
Oct 2021	84	5 : 1
Sep 2021	116	3 : 1
Aug 2021	194	3 : 1
Jul 2021	231	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	1,138	63%
Associate's degree	937	52%
Bachelor's degree	870	48%
Master's degree	456	25%
Ph.D. or professional degree	68	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1,138	0	63%
Associate's degree	669	157	37%
Bachelor's degree	0	417	0%
Master's degree	0	397	0%
Ph.D. or professional degree	0	68	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,263	70%
0 - 1 Years	276	15%
2 - 3 Years	156	9%
4 - 6 Years	96	5%
7 - 9 Years	3	0%
10+ Years	13	1%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Mateo County Community College District	848 / 182	5 : 1 	26 days
Summit Public Schools	156 / 96	2 : 1 	16 days
YMCA	187 / 79	2 : 1 	24 days
Talentnook	165 / 73	2 : 1 	12 days
Bay Area Community Resources	304 / 66	5 : 1 	32 days
Stratford School	236 / 63	4 : 1 	24 days
Mad Science Group	117 / 62	2 : 1 	32 days
San Francisco Unified School District	104 / 47	2 : 1 	n/a
Nobel Learning Communities	65 / 45	1 : 1 	28 days
Calex Sports	66 / 32	2 : 1 	13 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
San Francisco, CA	553 / 243	2 : 1 	25 days
San Mateo, CA	872 / 196	4 : 1 	27 days
Oakland, CA	421 / 193	2 : 1 	23 days
San Jose, CA	353 / 158	2 : 1 	29 days
Redwood City, CA	109 / 62	2 : 1 	19 days
Fremont, CA	142 / 55	3 : 1 	29 days
Santa Clara, CA	111 / 48	2 : 1 	21 days
Palo Alto, CA	155 / 46	3 : 1 	26 days
El Cerrito, CA	70 / 32	2 : 1 	32 days
Dublin, CA	69 / 31	2 : 1 	18 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	4,175 / 1,652	3 : 1 	26 days
Elementary School Teachers, Except Special Education	143 / 63	2 : 1 	26 days
Producers and Directors	111 / 62	2 : 1 	19 days
Middle School Teachers, Except Special and Career/Technical Education	31 / 22	1 : 1 	32 days
Dancers	8 / 5	2 : 1 	32 days
Choreographers	3 / 3	1 : 1 	10 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	4,175 / 1,652	3 : 1 	26 days
Elementary School Teachers, Except Special Education	143 / 63	2 : 1 	26 days
Producers and Directors	83 / 47	2 : 1 	32 days
Middle School Teachers, Except Special and Career/Technical Education	31 / 22	1 : 1 	32 days
Talent Directors	18 / 8	2 : 1 	7 days
Media Programming Directors	10 / 7	1 : 1 	17 days
Dancers	8 / 5	2 : 1 	32 days
Choreographers	3 / 3	1 : 1 	10 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Middle / High School Teacher (Other)	2,297 / 904	3 : 1 	25 days
Science Teacher	467 / 197	2 : 1 	27 days
History / Social Studies Teacher	588 / 153	4 : 1 	35 days
Bilingual / ESL / Language Teacher	317 / 137	2 : 1 	34 days
Physical Education Teacher	233 / 121	2 : 1 	27 days
Math Teacher	155 / 89	2 : 1 	26 days
English / Language Arts Teacher	127 / 64	2 : 1 	23 days
Producer	76 / 43	2 : 1 	32 days
Elementary School Teacher	61 / 37	2 : 1 	24 days
Reading Teacher	79 / 24	3 : 1 	26 days
Media / Talent Director	28 / 15	2 : 1 	7 days
Music Teacher	8 / 5	2 : 1 	n/a
Dancer	8 / 5	2 : 1 	32 days
Stage Manager	7 / 4	2 : 1 	n/a
Art Teacher	9 / 3	3 : 1 	n/a
Choreographer	3 / 3	1 : 1 	10 days
Drama Teacher	5 / 2	3 : 1 	38 days
Dance Teacher	3 / 1	3 : 1 	n/a

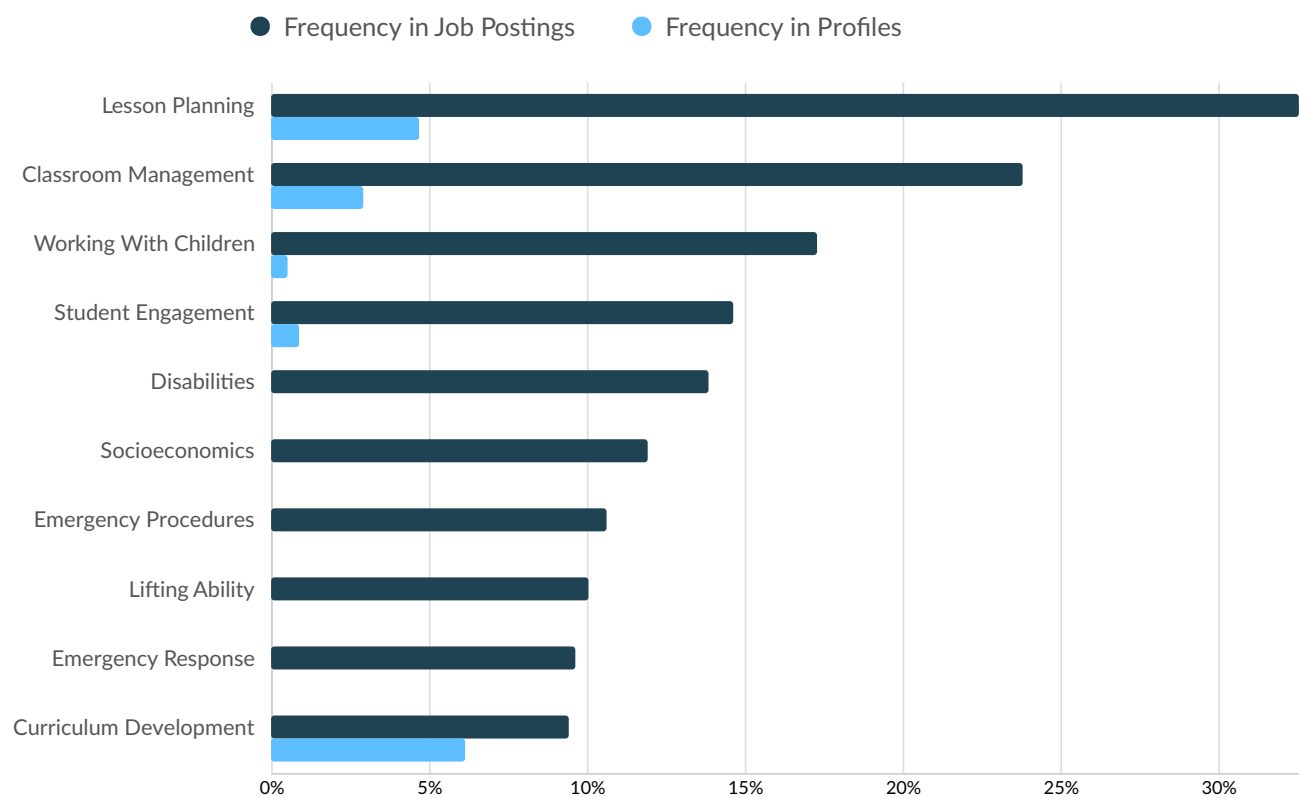
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
After School Teachers	467 / 171	3 : 1 	27 days
After School Instructors	370 / 159	2 : 1 	27 days
After School Program Instructors	342 / 98	3 : 1 	31 days
Enrichment Instructors	182 / 85	2 : 1 	13 days
After School Program Leaders	148 / 58	3 : 1 	18 days
Before and After School Teachers	113 / 56	2 : 1 	30 days
Physical Education Teachers	118 / 52	2 : 1 	29 days
Spanish Teachers	58 / 32	2 : 1 	18 days
Mathematics Teachers	49 / 30	2 : 1 	37 days
Science Teachers	34 / 22	2 : 1 	32 days

Top Industries

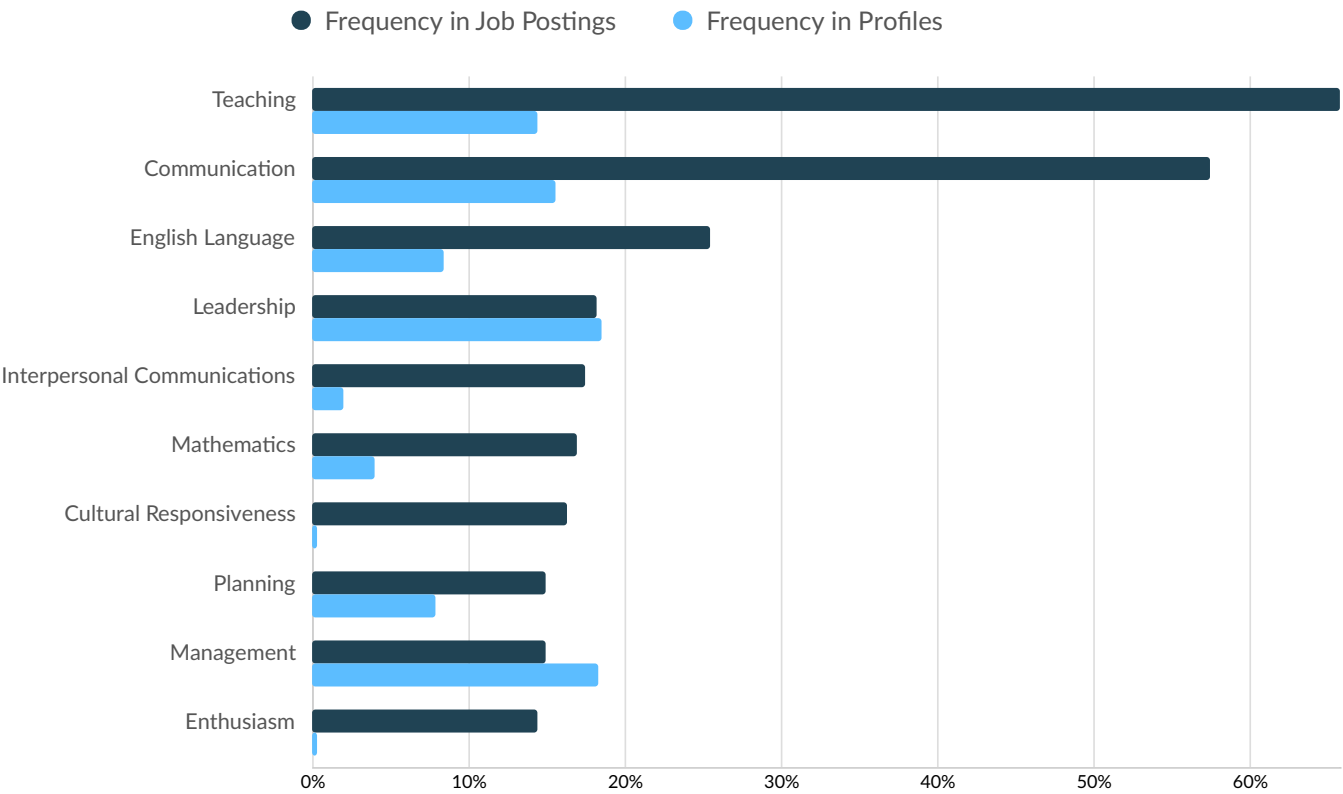
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Elementary and Secondary Schools	841 / 424	2 : 1 	27 days
Junior Colleges	996 / 251	4 : 1 	27 days
Child and Youth Services	215 / 99	2 : 1 	23 days
Colleges, Universities, and Professional Schools	139 / 73	2 : 1 	32 days
Other Individual and Family Services	307 / 68	5 : 1 	32 days
Child Care Services	230 / 62	4 : 1 	22 days
All Other Miscellaneous Schools and Instruction	83 / 50	2 : 1 	29 days
Educational Support Services	155 / 41	4 : 1 	32 days
Sports and Recreation Instruction	68 / 34	2 : 1 	14 days
Administration of Education Programs	42 / 28	2 : 1 	25 days

Top Specialized Skills



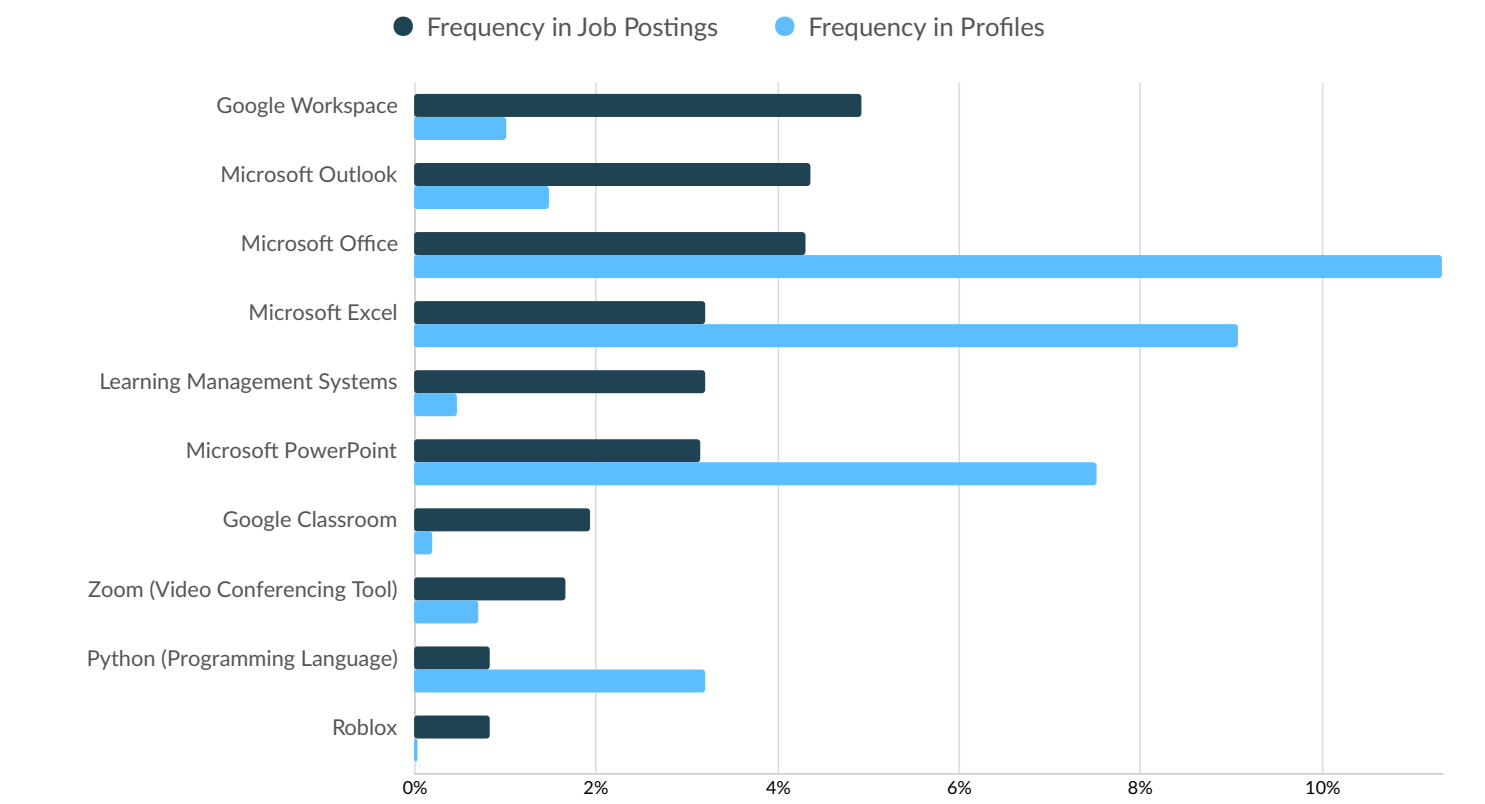
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lesson Planning	588	33%	5,356	5%	+13.8%	Growing
Classroom Management	430	24%	3,367	3%	+14.1%	Growing
Working With Children	312	17%	626	1%	+14.7%	Growing
Student Engagement	264	15%	997	1%	+18.3%	Rapidly Growing
Disabilities	250	14%	0	0%	+16.0%	Growing
Socioeconomics	215	12%	0	0%	+13.5%	Growing
Emergency Procedures	192	11%	0	0%	+16.7%	Growing
Lifting Ability	182	10%	0	0%	+10.2%	Growing
Emergency Response	174	10%	0	0%	+17.1%	Rapidly Growing
Curriculum Development	170	9%	7,062	6%	+13.9%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	1,188	66%	16,509	14%	+15.4%	Growing
Communication	1,038	57%	17,857	16%	+8.5%	Stable
English Language	460	25%	9,651	8%	+13.0%	Growing
Leadership	329	18%	21,253	19%	+9.5%	Growing
Interpersonal Communications	316	17%	2,334	2%	+11.9%	Growing
Mathematics	306	17%	4,584	4%	+17.2%	Rapidly Growing
Cultural Responsiveness	294	16%	364	0%	+15.1%	Growing
Planning	269	15%	9,082	8%	+10.3%	Growing
Management	269	15%	21,034	18%	+5.7%	Stable
Enthusiasm	261	14%	359	0%	+21.1%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Google Workspace	89	5%	1,173	1%	+17.1%	Rapidly Growing
Microsoft Outlook	79	4%	1,694	1%	+22.2%	Rapidly Growing
Microsoft Office	78	4%	12,988	11%	+16.9%	Growing
Microsoft Excel	58	3%	10,413	9%	+14.8%	Growing
Learning Management Systems	58	3%	547	0%	+7.6%	Stable
Microsoft PowerPoint	57	3%	8,614	8%	+19.9%	Rapidly Growing
Google Classroom	35	2%	232	0%	-3.0%	Lagging
Zoom (Video Conferencing Tool)	30	2%	816	1%	+12.5%	Growing
Python (Programming Language)	15	1%	3,679	3%	+20.2%	Rapidly Growing
Roblox	15	1%	44	0%	+46.0%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Cardiopulmonary Resuscitation (CPR) Certification	126
First Aid Certification	110
Teaching Certificate	69
Valid Driver's License	59
English Learner Authorization	46
Certified Computer Programmer	14
Automated External Defibrillator (AED) Certification	11
TESL Certification	11
ARRT Radiation Therapy (T) Certification	5
American Registry For Diagnostic Medical Sonography (ARDMS) Certification	5

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	2,010 / 666	3 : 1 	31 days
Education and Career Development	1,260 / 588	2 : 1 	30 days
Insurance	1,296 / 537	2 : 1 	31 days
Paid Leave	1,202 / 480	3 : 1 	29 days
Work-Life Balance	694 / 362	2 : 1 	26 days
Health and Wellness Benefits	666 / 215	3 : 1 	33 days
Other Benefits	475 / 165	3 : 1 	15 days
Supplemental Pay	291 / 140	2 : 1 	26 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	1,228
indeed.com	761
glassdoor.com	143
interviewexchange.com	95
edjoin.org	76
hercjobs.org	65
madison.com	57
springeducationgroup.com	52
myworkdayjobs.com	39
dayforcehcm.com	31
higheredjobs.com	31
scholarshipdb.net	28
diversityjobs.com	24
craigslist.org	23
chronicle.com	17
governmentjobs.com	16
adp.com	13
idealist.org	13
nais.org	13
ultipro.com	11
careerarc.com	10
peopleadmin.com	9
academiccareers.com	8
disabledperson.com	8
dejobs.org	7

Appendix B

Sample Postings

After School Pickleball Instructor	
Link to Live Job Posting: Posting is no longer active	
Location: San Carlos, CA	O*NET: 25-2031.00
Company: Calex Sports	Job Title: After School Instructors
After School Pickleball Instructor CALEX SPORTS INC San Carlos, CA Job Details Part-time \$50•\$65 a day 10 hours ago Qualifications High school diploma or GED Classroom behavior management Working with youth Full Job Description Job Title: After School & Summer Pickleball Coach Job Type: Part-time (2-4 hours per week) Work Setup: In-person Contact: +1 (510) 491-3007 Education Required: At least High School or equivalent After School Program Pay Rate: \$50•65 per session Schedule: Monday-Friday between 1:00 PM-5:00 PM Season: September through the school year Summer Camp Program (June-August) Pay Rate: \$18•24 per hour (back-to-back sessions available) Schedule Options: Half-day Morning:	

9:00 AM-12:00

PM Half-day Afternoon:

1:00 PM-4:00

PM Full-day Camp:

9:00 AM-4:00 PM Possible extension until 6:00 PM About the Position We are looking for enthusiastic and reliable individuals to join our team as Pickleball Coaches for both our Summer Camp Program and After School Program . During the summer months (June-August), coaches will lead fun and engaging pickleball sessions through our camps. Beginning in September, our After School Program resumes and continues throughout the school year. You'll teach beginner-friendly Pickleball/Tennis sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs focus on creating a fun, active, and supportive environment for young beginners.

Additional:

For the After School Program, coaches typically teach one class per day (about one hour), with a possible additional 30 minutes of pre-care. All equipment is provided by us. Responsibilities Teach Pickleball classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Teaching or playing experience in Pickleball is preferred but not mandatory.

USPTA/PTR

certification is a plus. Enjoy working with kids; patient, enthusiastic, and reliable. Good communication and class management skills. Must have reliable transportation . Must have valid work permit to work in USA Must be fully vaccinated and willing to undergo a TB test and Live Scan background check before starting work. Must complete sending photo and short biography to upload in our website and introduce your experience in sports. Programs are offered at multiple schools across the Bay Area. Candidates must currently live locally and be available for in-person work. We do have other Programs like Yoga, Soccer, PE, Tennis, Volleyball, Basketball, and Dance. You're welcome to apply to any of these as well. Application Process Applicants must already be eligible to work in the U.S. (Visa sponsorship is not provided). If you're passionate about sports and love working with kids, please contact us at +1 (510) 491-3007 to learn more. Join us in making tennis fun and accessible for children across the Bay Area!

School Pickleball Instructor	
Link to Live Job Posting: Posting is no longer active	
Location: San Bruno, CA	O*NET: 25-2031.00
Company: Calex Sports	Job Title: School Instructors

School Pickleball Instructor

CALEX SPORTS INC

San Bruno, CA Job Details Part-time \$50 - \$65 an hour 1 day ago Qualifications High school diploma or GED Working with students Classroom behavior management Working with youth

Full Job Description Job Title:

After School Pickleball Coach Job Type:

Part-time (2-4 hours per week)

Pay Rate:

\$50-\$65 per session (After-School Program)

Schedule:

Monday-Friday 1:00-5:00 PM (some weekend options available)

Work Setup:

In-person Contact:

+1 (510) 491-3007

Education Required:

At least High School or equivalent About the Position We are looking for enthusiastic and reliable individuals to join our team as After School Pickleball Coaches . You'll teach fun, beginner-friendly Pickleball/Tennis sessions for elementary school students (Grades K-5) at various school sites around the Bay Area. Our programs are held Monday to Friday between 1PM and 5PM , and you would typically teach one class per day (about one hour) , with a possible extra 30 minutes of pre-care . These sessions focus on creating a fun and energetic environment for younger, beginner-level children. The pay ranges from \$50-\$65 per session , and all equipment is provided by us. If you'd like to work on weekends; we have Tennis Clinics! For our weekend tennis classes , pay is \$18-\$24 per hour , with 2-4 hours of work , depending on your tennis skills and class level. Responsibilities Teach Pickleball classes for students ages 5-10 using provided lesson plans. Manage class size (8-16 students) and maintain a positive environment. Attend a 2-day training or shadowing session before starting. Equipment (provided by the company). (Coach should have reliable transportation) Take attendance, manage student sign-ins, and interact with parents/school staff. Capture a few class photos for documentation. Requirements Must be at least 19 years old . Previous Pickleball teaching or playing experience preferred (but not required).

USPTA/PTR

certification is a plus. Enjoy working with kids; patient, enthusiastic, and reliable. Good communication and class management skills. Must have reliable transportation around the East Bay and Peninsula. Must be fully vaccinated and willing to undergo a TB test and Live Scan background check before starting work. Must complete sending photo and short biography to upload in our website and introduce your experience in sports. Must have valid work permit to work in USA Programs are offered at multiple schools across the Bay Area. Candidates must currently live locally and be available for in-person work. Application Process Applicants must already be eligible to work in the U.S. (Visa sponsorship is not provided). If you're passionate about sports and love working with kids, please contact us at +1 (510) 491-3007 to learn more. Join us in making tennis fun and accessible for children across the Bay Area!

After School Program Teacher (K-5th)	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 25-2021.00
Company: Mission Graduates	Job Title: After School Program Teachers

Highlights Gain on the ground experience working directly with students at one of our schools in the San Francisco Unified School District
Receive training on a variety of topics including teaching methodologies, lesson planning, classroom management Help build cultural and educational bridges with students and their families Work in a friendly and supportive environment with a team of amazing educators Non-exempt, 0.75 FTE (30 hrs/week—12:15pm-6:15pm)

Benefits Package:

includes fully paid Medical, Dental and Vision for employee; access to Pre-Tax Commuter Benefits, as well as access to 403(b) account at time of hire. We also offer a 3% employer contribution for eligible staff • (eligibility to be explained at time of hire. In addition, we offer 14 paid holidays per year, as well as 8 personal hours per year and accrue vacation and sick-time. Key Responsibilities & Primary Duties Plan and lead daily academic and enrichment activities for about twenty students Utilize standards-based curriculum to write lesson plans infusing students literacy development; Lead an enrichment class (i.e. art, drumming, gardening) each semester; Develop and integrate college "culture-building" activities into the classroom; Coordinate and support volunteers in classroom; Develop a nurturing, safe, respectful, multicultural learning environment. Support students to reach specific literacy benchmarks Facilitate vocabulary building and reading comprehension activities that build upon the "school day" learning objectives; Design, develop and implement theme & project-based learning projects that supports student academic and personal achievement. Build cultural and educational bridges with students and their families. Assist in community outreach, parent communication, and volunteer supervision; Coordinate on-going communication and feedback systems with families, teachers and volunteers; Assist in the daily operations of the EDP including supervising youth, administrative tasks & staff development; Maintain accurate youth files and records, i.e. attendance, student behavior, and other evaluation forms to track student progress; Participate in staff development, team and supervision meetings; Provide overall support of the program, including support for field trips, special events and parent workshops; Plan and coordinate field trips, parent events, and other school-wide events; Serve as part of larger Mission Graduates team; Other duties as assigned by the supervisor. Qualifications Candidates must meet at least one of the following educational requirements: An Associate's (AA) degree or higher; OR Official transcripts reflecting completion of 48 college units AND a high school diploma or equivalent; OR Completion of the

CBEST AND

a high school diploma or equivalent; OR Completion of the IA Exam / CODESP AND a high school diploma or equivalent Proof of qualification will be required at the time of hire Preferred /

Additional Qualifications:

Strong interest in education and teaching Understanding of youth development principles Passion for working with students and youth, including openness to alternative, non-institutional teaching methods Ability to relate effectively to diverse communities and demonstrate cultural competency Experience working in communities of color and/or with low-income populations Strong organizational skills, flexibility, and initiative

Other Requirements:

TB test clearance required prior to hire We may use artificial intelligence (AI) tools to support parts of the hiring process, such as reviewing applications, analyzing resumes, or assessing responses. These tools assist our recruitment team but do not replace human judgment. Final hiring decisions are ultimately made by humans. If you would like more information about how your data is processed, please contact us.

Radiologic Instructor Tenured Track - (2 Positions)

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Radiology Instructors

Radiologic Instructor Tenured Track

- (2 Positions) Oakland, CA Job Details Full-time | Contract | Tenure track \$72,148
- \$97,444 a year 11 hours ago Qualifications Academic program development Anatomy knowledge ARRT (MR) Certification Teaching physics Mammography Fluoroscopy Ultrasound imaging Learning technology Radiology Faculty collaboration ARRT (M) Certification Computer literacy Student record keeping Pathology Clinical instruction X-Ray Certification Personnel records management ARRT (R) Certification MRI Patient care Instructor-led training (training delivery method) CT ARRT (VI) Certification Productivity software Student advising M (ASCP) Senior level 4 years Associate's degree Community college experience Medical terminology Teaching Radiology Certification Fluoroscopy License ARRT (CT) Certification Full Job Description Job Title Radiologic Instructor Tenured Track•(2 Positions) Time Base Full Time, 1.

0 FTE Compensation \$72,148

- \$97,444/Year Initial salary placement is commensurate with experience and educational background.

Position Type Academic Department Dean of Math, Science, & Technology (652) City Oakland State CA Job Description Summary Instructors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Teaching schedule may include evening or weekend hours as part of contract assignment Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position. The Radiologic Science Instructor will teach units of a designated curriculum in each of the following subjects: 1. Radiation Physics and Instrumentation 2. Radiation Biology and Protection 3. Radiological Exposure Factors and Instrumentation 4. Radiographic Pathology 5. Principles of Imaging in CT, MRI, and Sonography 6. Principles of Advanced Imaging Procedures 7. Computer resources for Radiology 8. Diagnostic Radiographic Procedures (Positioning) 9. Patient Care 10. Radiographic Quality Assessment 11. Sectional Anatomy 12. Fluoroscopy Permit Course 13. Medical Terminology 14. Clinical Education at hospital affiliates, including hands-on practicum with students 15. Radiology Information Systems 16. Computed Radiography 17. Digital Radiography and Fluoroscopy Willingness to teach at various sites. Participate in writing accreditation self-study documents and preparation for accreditation visits. Participate in the student selection process. Provide class instruction in accordance with established course outlines. Inform students via syllabi concerning course requirements, evaluation procedures, and attendance requirements. Maintain necessary attendance, scholastic and personnel records, and submits them according to published deadlines. Prepare and grade class assignments and examinations and promptly returns them to students. Post and maintain required office hours in accordance with the prevailing policy. Participate in faculty discussions on curriculum, teaching-learning techniques and teaching materials. Participate on departmental, divisional, and campus committees. Develop and revise courses in the discipline The Instructor is also responsible for providing a full professional service week that may include, but is not limited to: Teaching, teaching preparation, maintenance of office hours and student advising, maintenance of student rosters, class records and grade completion in accordance with District policies and procedures. Perform departmental duties such as program and curriculum development, evaluation and revision, selection of appropriate instructional materials, and work with administrators and other faculty to develop a comprehensive pre-collegiate program. Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District. Pursue professional growth activities to remain current in discipline and teaching methodology. Perform professional outreach activities (e.g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career

such as high school, adult school and other colleges and universities; partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.). Perform other related duties as assigned by the College. Minimum Qualifications 1. Possession of a bachelor's degree from an accredited college or university and four (4) years of experience in Clinical Radiological Science; AND 2. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch. OR 3. Possession of an Associate's Degree from an accredited college of university AND six (6) years of experience in Clinical Radiologic Science; AND 4. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch; OR 5. May submit a fully-satisfied lifetime California Community College Instructor Credential authorizing service to teach courses in Radiologic Science. (The credential will not satisfy the requirement for tenure. Credentials were no longer issued after July 1, 1990); 6. Demonstrated cultural competency, sensitivity to, and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at <https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation>

- cl-635) .

Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work verification required to meet minimum qualifications (if applicable) Desirable Qualifications 1. Possession of a bachelor's degree or higher from an accredited college or university. 2. Possession of the ARRT Advanced Certification in Mammography, Cardiovascular-Interventional, Quality Management, Computerized Tomography, Magnetic Resonance Imaging, or Bone Densitometry. 3. Additional Certifications, ARRT (T) (NM), CRT-Fluoroscopy, ARDMS. 4. Sufficient academic background to use major required texts (e.g., Bushong, Radiologic Science for Technologists, Ballinger, Radiographic Positions and Radiologic Procedures; Landicina, Radiologic Pathology for Technologists, Chabner, Language of Medicine, Torres, Basic Medical Techniques and Patient Care, Adler and Carlton, Introduction to Radiology and Patient Care). 5. Ability to adapt instructions to students with widely varying academic backgrounds. 6. Membership in appropriate professional organization (e.g., ASRT, AERS, RTEC, CSRT). 7. Community College or Radiography teaching experience. 8. Competence in computer skills such as use of electronic mail, Internet, MS Office software, including MS Word, Excel, and PowerPoint. Environmental Demands

Counselor/General Tenured Track - BCC ** FOR INTERNAL FULL-TIME FACULTY APPLICANTS**

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Non-Tenure Track Faculties

College Information Peralta/College Information Berkeley City College Berkeley City College (BCC), one of California's 112 community colleges, is centrally located in downtown Berkeley, only 1-1/2 blocks from the U.C. campus. The college's mission is to contribute to the success of all students and to the well-being of the community by offering the best possible education which promises intellectual growth, social mobility, economic development and an understanding of diverse ideas and peoples. BCC is ranked second in the state in the percentage of students who transfer to U.C. Berkeley. BCC serves students who seek general education, transfer to four-year universities, associate degrees and certificates in liberal arts, the sciences, career/technical areas, or foundational skills. BCC students represent a diverse mix of ethnic, cultural and economic backgrounds. Many are the first in their families to attend college. The college is an active partner in local economic development and employment training endeavors and maintains a strong and unique collaboration with U.C. Berkeley. Berkeley City College's world-class faculty has created a student-centered learning community dedicated to academic excellence and student success. They have won distinction in the sciences, arts, English, humanities, multimedia arts, and the social sciences. Position Information Job Title Counselor/General Tenured Track - BCC

• FOR INTERNAL FULL-TIME FACULTY APPLICANTS

- Time Base Full Time, 1.

0 FTE Compensation \$72,148 - \$97,444/Year Initial salary placement is commensurate with experience and educational background. Position Type Academic Department Student Services-VP (841) City Berkeley State CA Job Description Summary In compliance with Article 9 of the agreement between the PFT and the District, only probationary and tenured faculty are invited to apply to the following full-time, tenure-track faculty vacancies. This listing is being posted for ten (10) working days. If interested, you must submit ALL required application materials by midnight on the stated deadline Under the general supervision of the Vice President of Students Services, or designee, performs general counseling with a diverse, multi-ethnic population of community college students. Assignment will include academic, career and personal counseling; related transfer activities; teaching; and performs the following general and specific functions. Counseling schedule may include evening or weekend hours as part of contract assignment. Counselors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position.

- Provides general counseling which includes providing students with information and advice regarding educational programs, occupational programs and degree and transfer requirements.
- Teaches classes that may include orientation to college, college preparedness, career and life planning, college success, study skills, career exploration, preparation for college/university transfer, human development and/or counseling; and facilitates small group discussions and workshops. Teaching may include up to fifty (50) percent of the counseling load.
- Assists students in the selection of majors, careers, and the development of student educational plans.
- Assists students with the decision-making process and exploration of alternatives in regard to college adjustment, personal growth and development, social adjustments and goals.
- Participates in the college-wide matriculation program.
- Administers vocational/career assessment instruments and interprets findings with students.

- Represents the Counseling Department on college and district committees.
- Participates in outreach and training activities with high schools, four-year institutions and/or community agencies.
- Provides professional service that includes counseling, advising, evaluation of transcripts, attendance at meetings and participation in the governance structure of the college and the district.
- Provides on-line academic advising.
- Responsible for continuously updating professional competency through post-graduate and/or in-service training.
- Performs other related duties assigned by the college. The Counselor is also responsible for providing a full professional service week that may include, but is not limited to:
 - Maintenance of office hours.
 - Perform departmental duties such as program and curriculum development, evaluation and revision, and select appropriate program materials; work with administrators and other faculty to develop a comprehensive pre-collegiate program.
 - Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District.
 - Pursue professional growth activities to remain current in discipline and teaching methodology.
 - Perform professional outreach activities (e.

g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.).

- Perform other related duties as assigned by the College.

Minimum Qualifications 1. Possession of a master's degree from an accredited college or university in Counseling, Rehabilitation Counseling, Clinical Psychology, Counseling Psychology, Guidance Counseling, Educational Counseling, Social Work, Marriage and Family Therapy and Marriage, Family and Child Counseling or Career Development. OR 2. Possession of a California license as a Marriage and Family Therapist (MFT). OR 3. May submit a fully satisfied lifetime California Community College Counselor Credential. (California credentials were no longer issued after July 1, 1990). 4. The equivalent qualifications. (Candidates who claim equivalency must provide conclusive evidence, as clear and reliable as college transcripts, as required on the District Equivalency Application Form. Refer to the Equivalency Procedures. This is not a process to waive the minimum qualifications). 5. Understanding of, sensitivity to, and respect for the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at [https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-\(cl-635\)](https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-(cl-635)) . Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work

verification required to meet minimum qualifications (if applicable) Desirable Qualifications

- At least two years of community college experience with a diverse multi-ethnic student population.
- Experience teaching counseling-related courses and/or conducting workshops.
- Ability to write, speak, and converse in both English and Spanish.
- Demonstrated individual and group counseling skills utilizing developmental methodologies with under-prepared and basic skills community college students.
- Experience using microcomputers, multi-media, and the internet in counseling or related activities.
- Possess a multilingual, multicultural background.

Environmental Demands Tools & Equipment Used Application Deadline Date April 1, 2026 Open Date 03/18/2026 First Review Date Special Instructions to Applicants

APPLICATION PROCEDURES

Failure to follow the requirements below may result in your application being disqualified. Required documents and applications are only accepted through the online process. Please do not mail or fax your application. Information on transcripts must include degree awarded and confer date. Copies of diplomas will not substitute for transcripts. Finalists will be required to submit official transcripts from fully accredited college or university institutions prior to the final interview.

Note:

A written evaluation by an official foreign credentials/transcripts evaluation and translation service must be submitted for Foreign Degree(s) (non-U.S. degrees) by the application deadline date. Travel expenses for the interview and selection process will be borne by the candidates. Appointment to the position is conditional upon the approval of the Chancellor.

CONDITIONS OF EMPLOYMENT

Employees must satisfy all pre-employment requirements to work for the District which include, but are not limited to, the following items:

REQUIRED FOR ALL EMPLOYEES

Tuberculosis Examination:

Prior to employment, the successful candidate will be required to submit evidence (either skin test or X-ray report) of being free of tuberculosis within the past sixty (60) days. The TB test is a condition of employment and any expense must be borne by the successful candidate.

Fingerprinting Requirement:

As a condition of employment, all employees working for community colleges in the State of California are required to be fingerprinted within the first ten (10) working days of the date of employment pursuant to Education Code Section 88024.

Immigration Requirement:

According to the Immigration Reform and Control Act, the Peralta Community College District is required to verify that all new employees are legally authorized to work in the United States. All new employees are required to complete and sign a verification form and provide documentation attesting that he/she is legally authorized to work in the United States.

District Policy:

Employees must provide a Social Security number for payroll and tax reporting. Acceptable documentation includes a Social Security card or official documentation issued by the Social Security Administration. Employees may present any lawful alternative permitted under federal regulations.

Medical Examination:

Under state regulations and as a condition of employment, certain positions may require a medical examination prior to employment. Expenses incurred will be borne by the employee. EEO Statement The Peralta Community College District is an Equal Opportunity Employer. The District is strongly committed to achieving staff diversity and the principles of equal employment opportunity. The District encourages a diverse pool of applicants and does not discriminate on the basis of race, color, national origin, ancestry, sex, age religion, marital status, sexual orientation, disability or genetic information, gender identity or expression, citizenship status, veterans status, status with regards to public assistance, or any other characteristic protected by federal, state or local law, in any of its policies, procedures or practices. Reasonable Accommodations In conformance with the Fair Employment and Housing Act and the Americans with Disabilities Act, requests for Reasonable Accommodations may be made to the Office of Human Resources by calling (510) 466-7283. The Peralta Community College District reserves the right to close or not fill any advertised position. Benefits Information Benefits Information Benefits Information

FRINGE BENEFITS

The Peralta Colleges proudly offers a competitive and comprehensive core of work-life benefits. The value of the employer contribution towards your benefits may increase your total compensation by as much as 47%. Benefit-eligible employees have access to coverage for themselves and eligible dependents:

- Medical, dental, vision, prescription drug insurance coverage
- Life insurance of 150% of your income up to \$100,000.
- Long-term disability coverage.
- Employee Assistance Program.

In addition to your contribution, Peralta pays 19.10% of your salary to the State Teachers Retirement System (STRS). Effective January 1, 2013, the PEPRA (Public Employees' Pension Reform Act) went into effect. Changes have been implemented as a result of the adoption of this legislation that impact new and existing employees enrolled in CalSTRS. Specific information regarding the changes can be found at <http://www.calstrs.com/post/frequently-asked-questions-ab-340-public-employees-pension-reform-act-2013>. For further up to date information on CalSTRS retirement eligibility and PEPRA, please visit the website at www.calstrs.com. The CalSTRS member handbook is available at <http://www.calstrs.com/calstrs-member-handbook>. After 10 years of creditable service, medical benefits in retirement are extended until age 65. Other benefits include 10 days sick leave, and holidays.

Other voluntary benefits include:

- Flexible benefit plan participation in the Medical Reimbursement Plan, Dependent Care Reimbursement Plan (under tax code 125)
- Pre-tax commuting expenses (under IRS code 132)
- Tax-deferred plan participation in the 403(b) and 457 plans
- Credit union membership
- Prepaid legal plan participation
- Additional Life Insurance for yourself, spouse or children
- Kaiser and United Health Care Dental are fully paid by the District.

Other plans require employee contribution. Subject to change. Mission Statement The Peralta Community College District is a collaborative of colleges advancing social and economic transformation for students and the community through quality education, rooted in equity, social justice, environmental sustainability, and partnerships. Applicant Documents Required Documents List of References Resume Transcripts Optional Documents Other Document Letter of Recommendation 3 Training/Certification Document

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

San Mateo County Community College District



3401 CSM Drive
San Mateo, California 94402
650.358.6880

Parameters

Select Timeframe: May 2025 - May 2026

Occupations:

Results should include

Code	Description
27-2031	Dancers
27-2032	Choreographers
27-2012	Producers and Directors
25-3099	Teachers and Instructors, All Other

Code	Description
25-2031	Secondary School Teachers, Except Special and Career/Technical Education
25-2022	Middle School Teachers, Except Special and Career/Technical Education
25-2021	Elementary School Teachers, Except Special Education

Regions:

Code	Description
6001	Alameda County, CA
6013	Contra Costa County, CA
6041	Marin County, CA
6075	San Francisco County, CA

Code	Description
6081	San Mateo County, CA
6085	Santa Clara County, CA
6087	Santa Cruz County, CA

Advertised Salary: Include all postings regardless

Minimum Experience Required: Any

STARs Relevant: Include all postings regardless

Education Level:

Description
High school or GED
Associate's degree

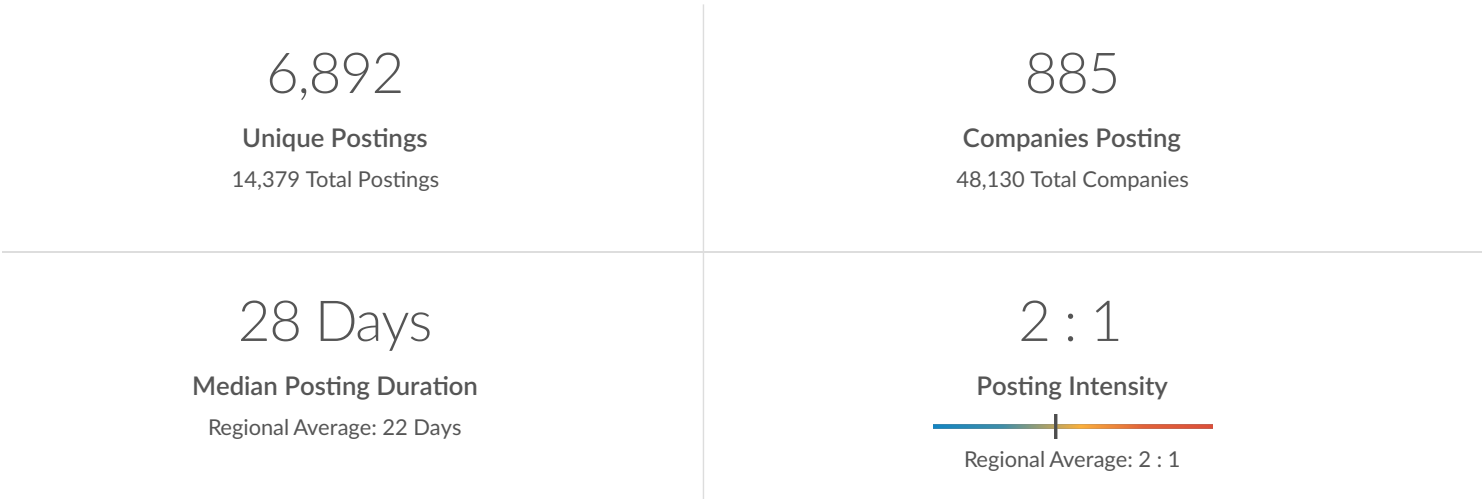
Description
Bachelor's degree

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview



Advertised Salary

There are 4,789 advertised salary observations (69% of the 6,892 matching postings).

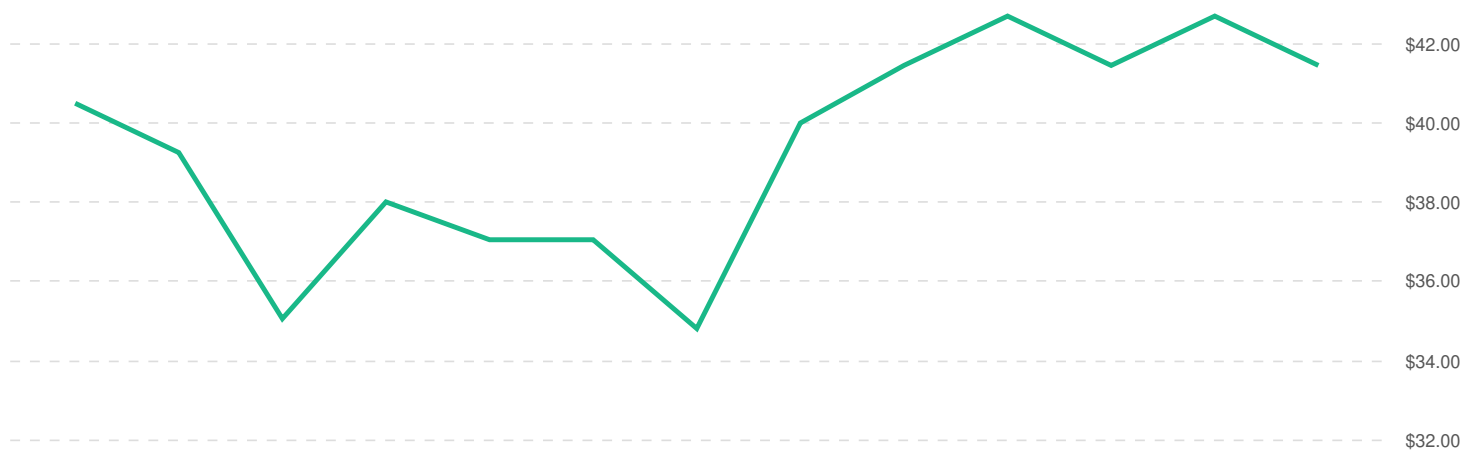
\$40.00/hr

Median Advertised Salary

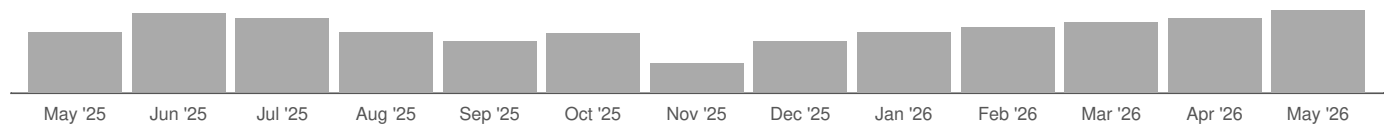


Advertised Salary Trend

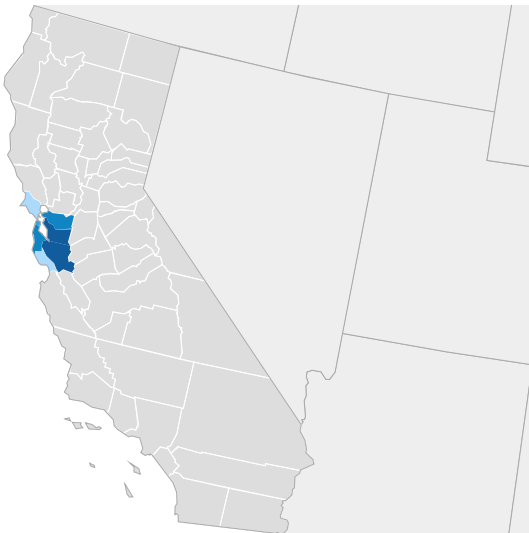
▲ 2.4% May 2025 – May 2026
\$40.00 Median



4,789 Job Postings



Job Postings Regional Breakdown



County	Unique Postings (May 2025 - May 2026)
Santa Clara County, CA	1,885
Alameda County, CA	1,861
Contra Costa County, CA	1,062
San Mateo County, CA	971
San Francisco County, CA	819

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2026	699	2 : 1
May 2026	662	2 : 1
Apr 2026	587	2 : 1
Mar 2026	808	2 : 1
Feb 2026	553	3 : 1
Jan 2026	488	2 : 1
Dec 2025	436	2 : 1
Nov 2025	304	2 : 1
Oct 2025	467	2 : 1
Sep 2025	383	2 : 1
Aug 2025	452	2 : 1
Jul 2025	626	2 : 1
Jun 2025	643	2 : 1
May 2025	483	2 : 1
Apr 2025	792	2 : 1
Mar 2025	1,001	3 : 1
Feb 2025	669	2 : 1
Jan 2025	506	3 : 1
Dec 2024	483	3 : 1
Nov 2024	370	3 : 1

Oct 2024	463	3 : 1
Sep 2024	378	3 : 1
Aug 2024	555	3 : 1
Jul 2024	567	3 : 1
Jun 2024	520	2 : 1
May 2024	631	2 : 1
Apr 2024	497	2 : 1
Mar 2024	549	2 : 1
Feb 2024	620	2 : 1
Jan 2024	632	2 : 1
Dec 2023	490	3 : 1
Nov 2023	456	4 : 1
Oct 2023	524	3 : 1
Sep 2023	546	3 : 1
Aug 2023	699	3 : 1
Jul 2023	785	3 : 1
Jun 2023	745	3 : 1
May 2023	929	3 : 1
Apr 2023	811	3 : 1
Mar 2023	869	5 : 1
Feb 2023	665	4 : 1
Jan 2023	576	3 : 1
Dec 2022	489	4 : 1
Nov 2022	558	3 : 1
Oct 2022	498	3 : 1
Sep 2022	540	2 : 1
Aug 2022	582	3 : 1
Jul 2022	845	2 : 1
Jun 2022	870	3 : 1
May 2022	806	2 : 1
Apr 2022	876	3 : 1

Mar 2022	866	2 : 1
Feb 2022	825	2 : 1
Jan 2022	593	3 : 1
Dec 2021	520	3 : 1
Nov 2021	612	3 : 1
Oct 2021	511	4 : 1
Sep 2021	602	3 : 1
Aug 2021	773	3 : 1
Jul 2021	881	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	1,138	17%
Associate's degree	937	14%
Bachelor's degree	5,955	86%
Master's degree	2,171	32%
Ph.D. or professional degree	295	4%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1,138	0	17%
Associate's degree	669	157	10%
Bachelor's degree	5,085	417	74%
Master's degree	0	1,944	0%
Ph.D. or professional degree	0	295	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	4,298	62%
0 - 1 Years	600	9%
2 - 3 Years	910	13%
4 - 6 Years	303	4%
7 - 9 Years	73	1%
10+ Years	708	10%

Top Companies Posting

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Oakland Unified School District	827 / 322	3 : 1 	23 days
Edjoin.Org	705 / 315	2 : 1 	17 days
San Mateo County Community College District	848 / 182	5 : 1 	26 days
Stratford School	554 / 158	4 : 1 	24 days
Kipp Public Schools Northern California	294 / 147	2 : 1 	39 days
Nobel Learning Communities	203 / 140	1 : 1 	25 days
EMIT Learning	121 / 117	1 : 1 	30 days
West Contra Costa Unified School District	105 / 97	1 : 1 	28 days
Summit Public Schools	156 / 96	2 : 1 	16 days
Basis Independent Schools	218 / 85	3 : 1 	21 days

Top Cities Posting

City	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Oakland, CA	2,148 / 911	2 : 1 	24 days
San Francisco, CA	1,632 / 821	2 : 1 	28 days
San Jose, CA	1,417 / 683	2 : 1 	29 days
San Mateo, CA	1,046 / 295	4 : 1 	30 days
Richmond, CA	450 / 294	2 : 1 	32 days
Fremont, CA	386 / 185	2 : 1 	26 days
Santa Clara, CA	337 / 180	2 : 1 	28 days
Palo Alto, CA	400 / 174	2 : 1 	30 days
Sunnyvale, CA	386 / 152	3 : 1 	28 days
Alameda, CA	208 / 151	1 : 1 	25 days

Top Posted Occupations

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	10,404 / 4,970	2 : 1 	29 days
Elementary School Teachers, Except Special Education	2,232 / 1,035	2 : 1 	24 days
Producers and Directors	1,162 / 544	2 : 1 	24 days
Middle School Teachers, Except Special and Career/Technical Education	555 / 327	2 : 1 	30 days
Choreographers	14 / 9	2 : 1 	24 days
Dancers	12 / 7	2 : 1 	29 days

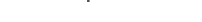
Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Secondary School Teachers, Except Special and Career/Technical Education	10,404 / 4,970	2 : 1 	29 days
Elementary School Teachers, Except Special Education	2,232 / 1,035	2 : 1 	24 days
Producers and Directors	866 / 410	2 : 1 	24 days
Middle School Teachers, Except Special and Career/Technical Education	555 / 327	2 : 1 	30 days
Talent Directors	246 / 109	2 : 1 	24 days
Media Programming Directors	46 / 23	2 : 1 	28 days
Choreographers	14 / 9	2 : 1 	24 days
Dancers	12 / 7	2 : 1 	29 days
Media Technical Directors/Managers	4 / 2	2 : 1 	35 days

Top Posted Occupations

Occupation	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Middle / High School Teacher (Other)	3,608 / 1,602	2 : 1 	25 days
Science Teacher	1,929 / 950	2 : 1 	31 days
Elementary School Teacher	1,987 / 914	2 : 1 	24 days
Bilingual / ESL / Language Teacher	1,367 / 720	2 : 1 	33 days
Math Teacher	1,234 / 683	2 : 1 	31 days
English / Language Arts Teacher	910 / 499	2 : 1 	27 days
History / Social Studies Teacher	1,193 / 491	2 : 1 	32 days
Producer	849 / 401	2 : 1 	24 days
Physical Education Teacher	605 / 297	2 : 1 	26 days
Media / Talent Director	296 / 134	2 : 1 	28 days
Reading Teacher	168 / 73	2 : 1 	23 days
Art Teacher	95 / 49	2 : 1 	18 days
Music Teacher	68 / 43	2 : 1 	22 days
Drama Teacher	24 / 10	2 : 1 	28 days
Choreographer	14 / 9	2 : 1 	24 days
Stage Manager	17 / 9	2 : 1 	n/a
Dancer	12 / 7	2 : 1 	29 days
Dance Teacher	3 / 1	3 : 1 	n/a

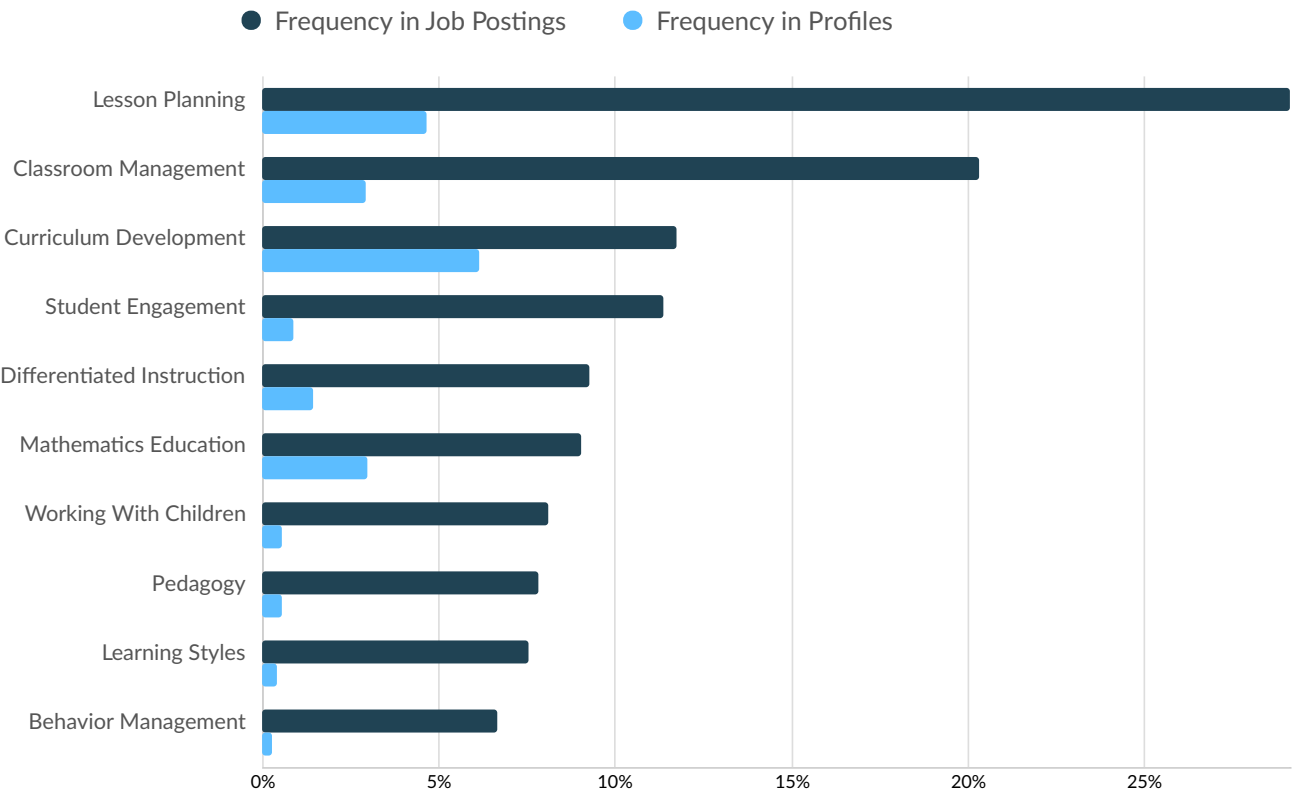
Top Posted Job Titles

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
After School Teachers	514 / 196	3 : 1 	27 days
Elementary Teachers	374 / 191	2 : 1 	18 days
After School Instructors	393 / 173	2 : 1 	27 days
Mathematics Teachers	235 / 164	1 : 1 	32 days
Science Teachers	179 / 129	1 : 1 	30 days
Spanish Teachers	188 / 120	2 : 1 	31 days
Elementary School Teachers	193 / 117	2 : 1 	26 days
Middle School Teachers	211 / 111	2 : 1 	32 days
After School Program Instructors	347 / 111	3 : 1 	31 days
English Teachers	217 / 102	2 : 1 	25 days

Top Industries

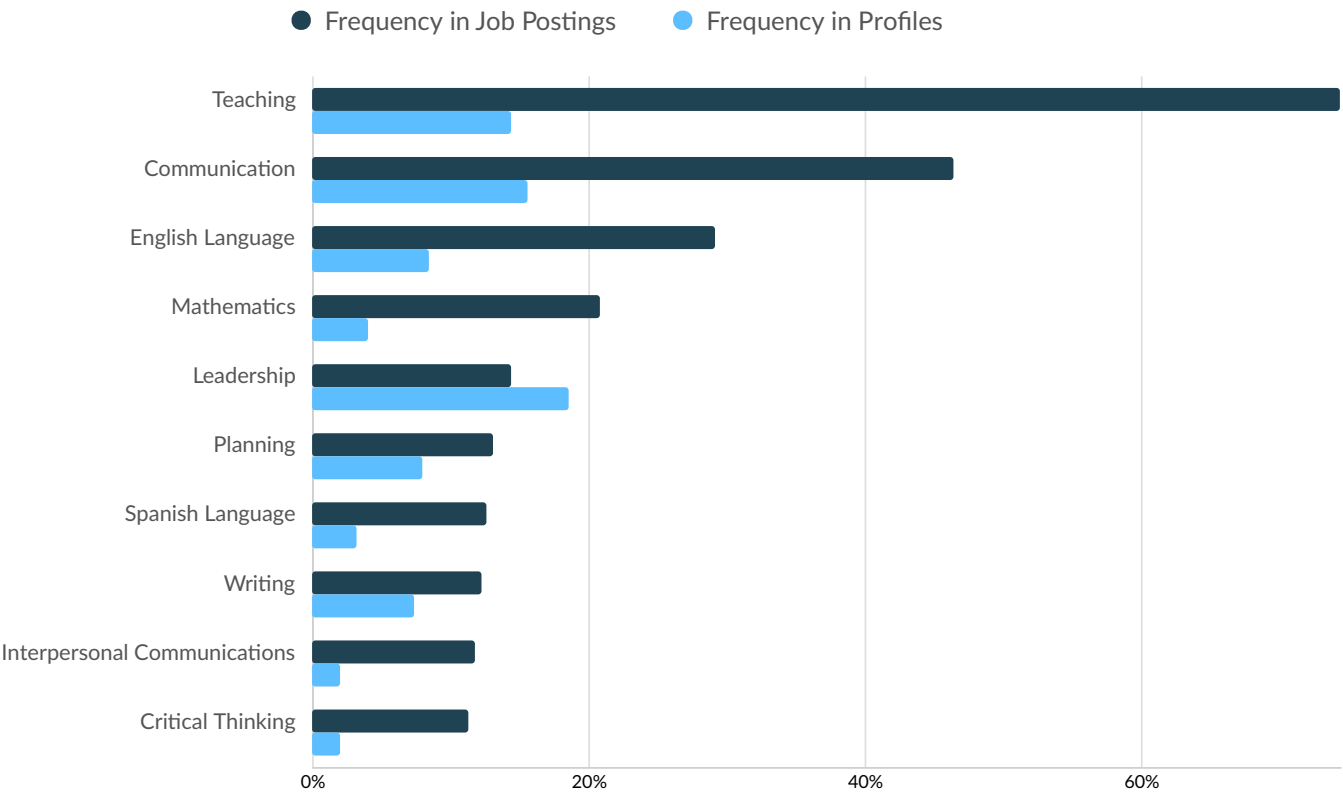
	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Elementary and Secondary Schools	4,752 / 2,463	2 : 1 	27 days
Junior Colleges	1,422 / 444	3 : 1 	38 days
Employment Placement Agencies	369 / 239	2 : 1 	28 days
Child Care Services	796 / 191	4 : 1 	31 days
All Other Miscellaneous Schools and Instruction	366 / 175	2 : 1 	29 days
Educational Support Services	401 / 175	2 : 1 	31 days
Colleges, Universities, and Professional Schools	277 / 114	2 : 1 	33 days
Child and Youth Services	236 / 110	2 : 1 	22 days
Exam Preparation and Tutoring	268 / 91	3 : 1 	35 days
Other Individual and Family Services	314 / 72	4 : 1 	32 days

Top Specialized Skills



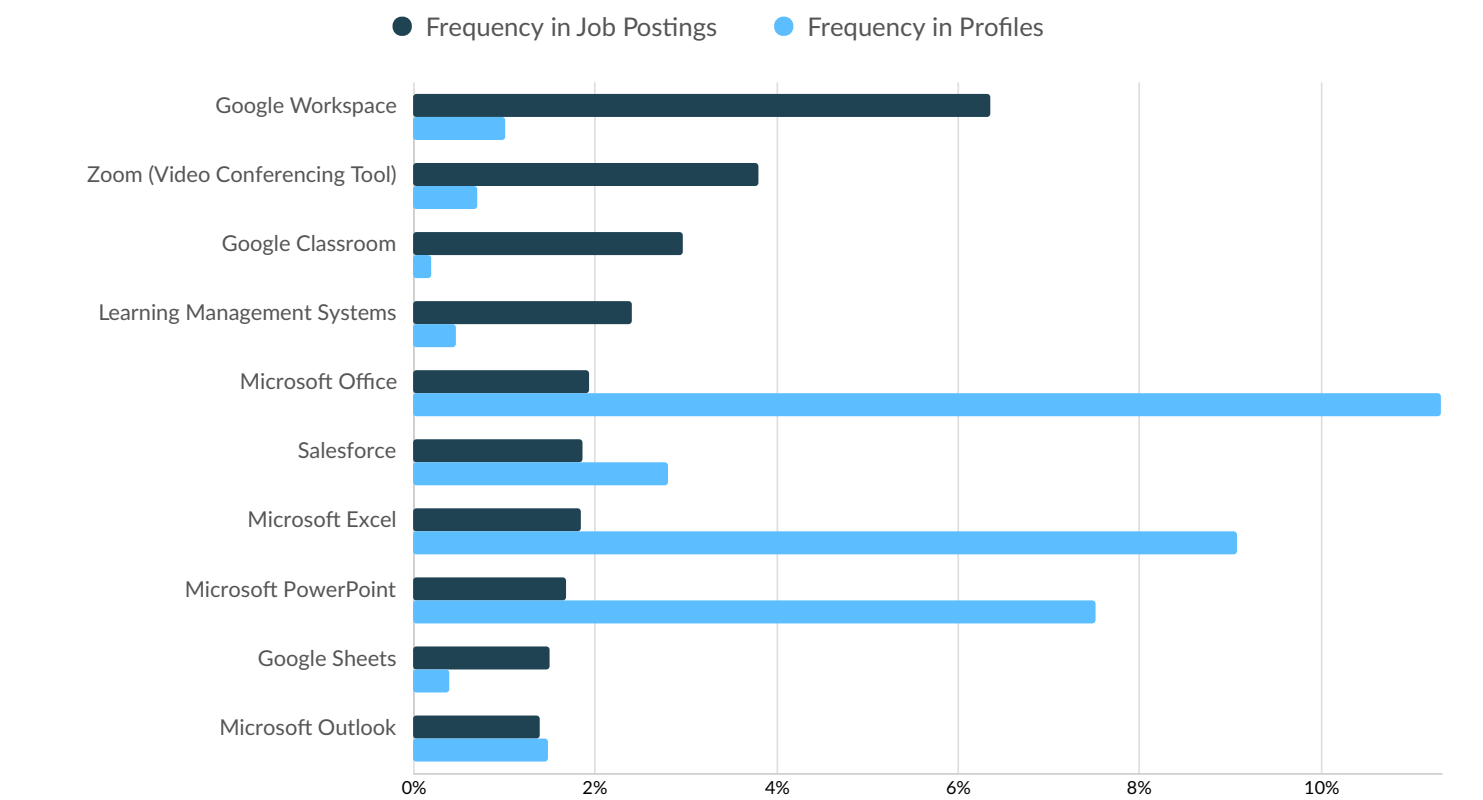
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Lesson Planning	2,009	29%	5,356	5%	+13.8%	Growing
Classroom Management	1,401	20%	3,367	3%	+14.1%	Growing
Curriculum Development	809	12%	7,062	6%	+13.9%	Growing
Student Engagement	784	11%	997	1%	+18.3%	Rapidly Growing
Differentiated Instruction	641	9%	1,633	1%	+17.3%	Rapidly Growing
Mathematics Education	622	9%	3,396	3%	+6.8%	Stable
Working With Children	560	8%	626	1%	+14.7%	Growing
Pedagogy	540	8%	656	1%	+12.2%	Growing
Learning Styles	521	8%	482	0%	+20.3%	Rapidly Growing
Behavior Management	459	7%	320	0%	+15.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	5,125	74%	16,509	14%	+15.4%	Growing
Communication	3,196	46%	17,857	16%	+8.5%	Stable
English Language	2,010	29%	9,651	8%	+13.0%	Growing
Mathematics	1,437	21%	4,584	4%	+17.2%	Rapidly Growing
Leadership	995	14%	21,253	19%	+9.5%	Growing
Planning	904	13%	9,082	8%	+10.3%	Growing
Spanish Language	867	13%	3,750	3%	+5.4%	Stable
Writing	843	12%	8,521	7%	+9.7%	Growing
Interpersonal Communications	809	12%	2,334	2%	+11.9%	Growing
Critical Thinking	783	11%	2,319	2%	+19.3%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Google Workspace	438	6%	1,173	1%	+17.1%	Rapidly Growing
Zoom (Video Conferencing Tool)	262	4%	816	1%	+12.5%	Growing
Google Classroom	205	3%	232	0%	-3.0%	Lagging
Learning Management Systems	166	2%	547	0%	+7.6%	Stable
Microsoft Office	134	2%	12,988	11%	+16.9%	Growing
Salesforce	129	2%	3,222	3%	+23.9%	Rapidly Growing
Microsoft Excel	128	2%	10,413	9%	+14.8%	Growing
Microsoft PowerPoint	116	2%	8,614	8%	+19.9%	Rapidly Growing
Google Sheets	104	2%	456	0%	+20.1%	Rapidly Growing
Microsoft Outlook	96	1%	1,694	1%	+22.2%	Rapidly Growing

Top Qualifications

	Postings with Qualification
English Learner Authorization	553
Teaching Certificate	515
Cardiopulmonary Resuscitation (CPR) Certification	417
First Aid Certification	282
Valid Driver's License	129
American Red Cross (ARC) Certification	108
Certified Outpatient Coder (COC)	86
No Child Left Behind Act (NCLB) Standards	70
American Red Cross CPR Certification	63
Master Of Business Administration (MBA)	46

Top Advertised Benefits

	Total/Unique (May 2025 - May 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	6,292 / 3,121	2 : 1 	29 days
Insurance	5,880 / 2,573	2 : 1 	27 days
Retirement and Savings	5,996 / 2,501	2 : 1 	28 days
Paid Leave	3,436 / 1,543	2 : 1 	29 days
Work-Life Balance	2,084 / 1,002	2 : 1 	29 days
Supplemental Pay	2,222 / 997	2 : 1 	26 days
Health and Wellness Benefits	1,679 / 661	3 : 1 	32 days
Other Benefits	1,029 / 471	2 : 1 	23 days

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - May 2026)
simplyhired.com	3,775
indeed.com	2,366
edjoin.org	743
schoolspring.com	623
glassdoor.com	323
disabledperson.com	185
dejobs.org	147
springeducationgroup.com	145
nais.org	125
craigslist.org	120
dayforcehcm.com	120
madison.com	109
academiccareers.com	107
diversityjobs.com	100
higheredjobs.com	99
interviewexchange.com	95
hercjobs.org	94
myworkdayjobs.com	91
chronicle.com	71
careerarc.com	67
jobvite.com	59
smartrecruiters.com	57
peopleadmin.com	55
jobscore.com	53
jobit.com	52

Appendix B

Sample Postings

Radiologic Instructor Tenured Track - (2 Positions)

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Radiology Instructors

Radiologic Instructor Tenured Track

- (2 Positions) Oakland, CA Job Details Full-time | Contract | Tenure track \$72,148
- \$97,444 a year 11 hours ago Qualifications Academic program development Anatomy knowledge ARRT (MR) Certification Teaching physics Mammography Fluoroscopy Ultrasound imaging Learning technology Radiology Faculty collaboration ARRT (M) Certification Computer literacy Student record keeping Pathology Clinical instruction X-Ray Certification Personnel records management ARRT (R) Certification MRI Patient care Instructor-led training (training delivery method) CT ARRT (VI) Certification Productivity software Student advising M (ASCP) Senior level 4 years Associate's degree Community college experience Medical terminology Teaching Radiology Certification Fluoroscopy License ARRT (CT) Certification Full Job Description Job Title Radiologic Instructor Tenured Track•(2 Positions) Time Base Full Time, 1.

0 FTE Compensation \$72,148

- \$97,444/Year Initial salary placement is commensurate with experience and educational background.

Position Type Academic Department Dean of Math, Science, & Technology (652) City Oakland State CA Job Description Summary Instructors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Teaching schedule may include evening or weekend hours as part of contract assignment Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position. The Radiologic Science Instructor will teach units of a designated curriculum in each of the following subjects: 1. Radiation Physics and Instrumentation 2. Radiation Biology and Protection 3. Radiological Exposure Factors and Instrumentation 4. Radiographic Pathology 5. Principles of Imaging in CT, MRI, and Sonography 6. Principles of Advanced Imaging Procedures 7. Computer resources for Radiology 8. Diagnostic Radiographic Procedures (Positioning) 9. Patient Care 10. Radiographic Quality Assessment 11. Sectional Anatomy 12. Fluoroscopy Permit Course 13. Medical Terminology 14. Clinical Education at hospital affiliates, including hands-on practicum with students 15. Radiology Information Systems 16. Computed Radiography 17. Digital Radiography and Fluoroscopy Willingness to teach at various sites. Participate in writing accreditation self-study documents and preparation for accreditation visits. Participate in the student selection process. Provide class instruction in accordance with established course outlines. Inform students via syllabi concerning course requirements, evaluation procedures, and attendance requirements. Maintain necessary attendance, scholastic and personnel records, and submits them according to published deadlines. Prepare and grade class assignments and examinations and promptly returns them to students. Post and maintain required office hours in accordance with the prevailing policy. Participate in faculty discussions on curriculum, teaching-learning techniques and teaching materials. Participate on departmental, divisional, and campus committees. Develop and revise courses in the discipline The Instructor is also responsible for providing a full professional service week that may include, but is not limited to: Teaching, teaching preparation, maintenance of office hours and student advising, maintenance of student rosters, class records and grade completion in accordance with District policies and procedures. Perform departmental duties such as program and curriculum development, evaluation and revision, selection of appropriate instructional materials, and work with administrators and other faculty to develop a comprehensive pre-collegiate program. Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District. Pursue professional growth activities to remain current in discipline and teaching methodology. Perform professional outreach activities (e.g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career

such as high school, adult school and other colleges and universities; partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.). Perform other related duties as assigned by the College. Minimum Qualifications 1. Possession of a bachelor's degree from an accredited college or university and four (4) years of experience in Clinical Radiological Science; AND 2. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch. OR 3. Possession of an Associate's Degree from an accredited college of university AND six (6) years of experience in Clinical Radiologic Science; AND 4. Possession of an American Registry of Radiologic Technologist Registration and State Certification in Radiography (Certified Radiologic Technologist) from the State of California, Department of Health Services Radiologic Health Branch; OR 5. May submit a fully-satisfied lifetime California Community College Instructor Credential authorizing service to teach courses in Radiologic Science. (The credential will not satisfy the requirement for tenure. Credentials were no longer issued after July 1, 1990); 6. Demonstrated cultural competency, sensitivity to, and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at <https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation>

- cl-635) .

Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work verification required to meet minimum qualifications (if applicable) Desirable Qualifications 1. Possession of a bachelor's degree or higher from an accredited college or university. 2. Possession of the ARRT Advanced Certification in Mammography, Cardiovascular-Interventional, Quality Management, Computerized Tomography, Magnetic Resonance Imaging, or Bone Densitometry. 3. Additional Certifications, ARRT (T) (NM), CRT-Fluoroscopy, ARDMS. 4. Sufficient academic background to use major required texts (e.g., Bushong, Radiologic Science for Technologists, Ballinger, Radiographic Positions and Radiologic Procedures; Landicina, Radiologic Pathology for Technologists, Chabner, Language of Medicine, Torres, Basic Medical Techniques and Patient Care, Adler and Carlton, Introduction to Radiology and Patient Care). 5. Ability to adapt instructions to students with widely varying academic backgrounds. 6. Membership in appropriate professional organization (e.g., ASRT, AERS, RTEC, CSRT). 7. Community College or Radiography teaching experience. 8. Competence in computer skills such as use of electronic mail, Internet, MS Office software, including MS Word, Excel, and PowerPoint. Environmental Demands

Counselor/General Tenured Track - BCC ** FOR INTERNAL FULL-TIME FACULTY APPLICANTS**

Link to Live Job Posting: Posting is no longer active

Location: Oakland, CA

O*NET: 25-2031.00

Company: Peralta Community College District

Job Title: Non-Tenure Track Faculties

College Information Peralta/College Information Berkeley City College Berkeley City College (BCC), one of California's 112 community colleges, is centrally located in downtown Berkeley, only 1-1/2 blocks from the U.C. campus. The college's mission is to contribute to the success of all students and to the well-being of the community by offering the best possible education which promises intellectual growth, social mobility, economic development and an understanding of diverse ideas and peoples. BCC is ranked second in the state in the percentage of students who transfer to U.C. Berkeley. BCC serves students who seek general education, transfer to four-year universities, associate degrees and certificates in liberal arts, the sciences, career/technical areas, or foundational skills. BCC students represent a diverse mix of ethnic, cultural and economic backgrounds. Many are the first in their families to attend college. The college is an active partner in local economic development and employment training endeavors and maintains a strong and unique collaboration with U.C. Berkeley. Berkeley City College's world-class faculty has created a student-centered learning community dedicated to academic excellence and student success. They have won distinction in the sciences, arts, English, humanities, multimedia arts, and the social sciences. Position Information Job Title Counselor/General Tenured Track - BCC

• FOR INTERNAL FULL-TIME FACULTY APPLICANTS

- Time Base Full Time, 1.

0 FTE Compensation \$72,148 - \$97,444/Year Initial salary placement is commensurate with experience and educational background. Position Type Academic Department Student Services-VP (841) City Berkeley State CA Job Description Summary In compliance with Article 9 of the agreement between the PFT and the District, only probationary and tenured faculty are invited to apply to the following full-time, tenure-track faculty vacancies. This listing is being posted for ten (10) working days. If interested, you must submit ALL required application materials by midnight on the stated deadline Under the general supervision of the Vice President of Students Services, or designee, performs general counseling with a diverse, multi-ethnic population of community college students. Assignment will include academic, career and personal counseling; related transfer activities; teaching; and performs the following general and specific functions. Counseling schedule may include evening or weekend hours as part of contract assignment. Counselors are expected to use and keep abreast of advanced teaching methods, including the use of current and future technologies to support student learning and career objectives. Duties & Responsibilities Any one position may not include all the duties listed nor do listed examples include all tasks which may be found in positions of this class. To perform this job successfully, an individual must be able to perform each essential duty of the position satisfactorily. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions required for the position.

- Provides general counseling which includes providing students with information and advice regarding educational programs, occupational programs and degree and transfer requirements.
- Teaches classes that may include orientation to college, college preparedness, career and life planning, college success, study skills, career exploration, preparation for college/university transfer, human development and/or counseling; and facilitates small group discussions and workshops. Teaching may include up to fifty (50) percent of the counseling load.
- Assists students in the selection of majors, careers, and the development of student educational plans.
- Assists students with the decision-making process and exploration of alternatives in regard to college adjustment, personal growth and development, social adjustments and goals.
- Participates in the college-wide matriculation program.
- Administers vocational/career assessment instruments and interprets findings with students.

- Represents the Counseling Department on college and district committees.
- Participates in outreach and training activities with high schools, four-year institutions and/or community agencies.
- Provides professional service that includes counseling, advising, evaluation of transcripts, attendance at meetings and participation in the governance structure of the college and the district.
- Provides on-line academic advising.
- Responsible for continuously updating professional competency through post-graduate and/or in-service training.
- Performs other related duties assigned by the college. The Counselor is also responsible for providing a full professional service week that may include, but is not limited to:
 - Maintenance of office hours.
 - Perform departmental duties such as program and curriculum development, evaluation and revision, and select appropriate program materials; work with administrators and other faculty to develop a comprehensive pre-collegiate program.
 - Participate in professional activities such as departmental and campus committee work, faculty peer evaluations, staff meetings, and governance structure of the College and District.
 - Pursue professional growth activities to remain current in discipline and teaching methodology.
 - Perform professional outreach activities (e.

g., work with administrators and other faculty, as part of course development and based on need, participate in an industry advisory committee for a program, work with inter-segmental education partners such as high school, adult school and other colleges and industry partners to design and implement effective basic skills curricula and career pathways in the discipline, etc.).

- Perform other related duties as assigned by the College.

Minimum Qualifications 1. Possession of a master's degree from an accredited college or university in Counseling, Rehabilitation Counseling, Clinical Psychology, Counseling Psychology, Guidance Counseling, Educational Counseling, Social Work, Marriage and Family Therapy and Marriage, Family and Child Counseling or Career Development. OR 2. Possession of a California license as a Marriage and Family Therapist (MFT). OR 3. May submit a fully satisfied lifetime California Community College Counselor Credential. (California credentials were no longer issued after July 1, 1990). 4. The equivalent qualifications. (Candidates who claim equivalency must provide conclusive evidence, as clear and reliable as college transcripts, as required on the District Equivalency Application Form. Refer to the Equivalency Procedures. This is not a process to waive the minimum qualifications). 5. Understanding of, sensitivity to, and respect for the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college staff, faculty, and students. Other Requirements Applicants must meet the minimum qualifications as established by the California Community Colleges Chancellor's Office. Applicants are required to demonstrate that they meet the minimum qualifications by submitting official or unofficial transcripts and providing a complete and detailed record of relevant professional work experience in their application materials. The District will review education and work history to determine whether minimum qualifications are met. Determinations are made in accordance with Title 5 regulations and District procedures. Official transcripts and additional verification of employment will be required upon offer of employment. If experience is required in lieu of a master's degree: For disciplines requiring a degree and professional experience, applicants must clearly describe how their education and work experience meet the stated minimum qualifications. Equivalency Applicants who do not meet the minimum qualifications exactly may apply for equivalency. Equivalency determinations are made through a separate review process in accordance with District procedures. The Equivalency Committee will consider only those applicants who formally request equivalency consideration by submitting the Completed Equivalency Request Form with their application. Be sure to attach detailed evidence, such as unofficial transcripts and/or other certifications that support the equivalency. In order to be considered for this position, you must submit the following: 1. An application. 2. A resume/CV summarizing your educational background and experience. 3. Transcripts a. Transcripts of ALL college degrees/coursework needed to qualify for this position; unofficial or legible copies are acceptable but must indicate that the degree(s) has been conferred, if applicable. All degrees and units used to satisfy the minimum qualifications must be from postsecondary institutions accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary Accreditation. If your degree/coursework is from a college or university outside of the United States, you must submit a detailed evaluation from a professional evaluation agency. A partial list of agencies can be found at [https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-\(cl-635\)](https://www.ctc.ca.gov/credentials/leaflets/foreign-transcript-evaluation-(cl-635)) . Transcripts or translations in English still require the evaluation to show the U.S. equivalence of your degree. b. If needed to meet the minimum qualifications, a copy (front and back) of your fully satisfied, lifetime California Community College credential authorizing service in the appropriate discipline. Applicants will not be contacted unless selected for interview. Offer of employment to the persons selected for these positions is contingent upon: 1) submission of a current TB test clearance; 2) proof of eligibility to work in the United States; 3) fingerprint clearance; and 4) submission of official transcripts indicating appropriate degree(s) awarded or submission of a valid appropriate California Community College credential. 5) receipt of work

verification required to meet minimum qualifications (if applicable) Desirable Qualifications

- At least two years of community college experience with a diverse multi-ethnic student population.
- Experience teaching counseling-related courses and/or conducting workshops.
- Ability to write, speak, and converse in both English and Spanish.
- Demonstrated individual and group counseling skills utilizing developmental methodologies with under-prepared and basic skills community college students.
- Experience using microcomputers, multi-media, and the internet in counseling or related activities.
- Possess a multilingual, multicultural background.

Environmental Demands Tools & Equipment Used Application Deadline Date April 1, 2026 Open Date 03/18/2026 First Review Date Special Instructions to Applicants

APPLICATION PROCEDURES

Failure to follow the requirements below may result in your application being disqualified. Required documents and applications are only accepted through the online process. Please do not mail or fax your application. Information on transcripts must include degree awarded and confer date. Copies of diplomas will not substitute for transcripts. Finalists will be required to submit official transcripts from fully accredited college or university institutions prior to the final interview.

Note:

A written evaluation by an official foreign credentials/transcripts evaluation and translation service must be submitted for Foreign Degree(s) (non-U.S. degrees) by the application deadline date. Travel expenses for the interview and selection process will be borne by the candidates. Appointment to the position is conditional upon the approval of the Chancellor.

CONDITIONS OF EMPLOYMENT

Employees must satisfy all pre-employment requirements to work for the District which include, but are not limited to, the following items:

REQUIRED FOR ALL EMPLOYEES

Tuberculosis Examination:

Prior to employment, the successful candidate will be required to submit evidence (either skin test or X-ray report) of being free of tuberculosis within the past sixty (60) days. The TB test is a condition of employment and any expense must be borne by the successful candidate.

Fingerprinting Requirement:

As a condition of employment, all employees working for community colleges in the State of California are required to be fingerprinted within the first ten (10) working days of the date of employment pursuant to Education Code Section 88024.

Immigration Requirement:

According to the Immigration Reform and Control Act, the Peralta Community College District is required to verify that all new employees are legally authorized to work in the United States. All new employees are required to complete and sign a verification form and provide documentation attesting that he/she is legally authorized to work in the United States.

District Policy:

Employees must provide a Social Security number for payroll and tax reporting. Acceptable documentation includes a Social Security card or official documentation issued by the Social Security Administration. Employees may present any lawful alternative permitted under federal regulations.

Medical Examination:

Under state regulations and as a condition of employment, certain positions may require a medical examination prior to employment. Expenses incurred will be borne by the employee. EEO Statement The Peralta Community College District is an Equal Opportunity Employer. The District is strongly committed to achieving staff diversity and the principles of equal employment opportunity. The District encourages a diverse pool of applicants and does not discriminate on the basis of race, color, national origin, ancestry, sex, age religion, marital status, sexual orientation, disability or genetic information, gender identity or expression, citizenship status, veterans status, status with regards to public assistance, or any other characteristic protected by federal, state or local law, in any of its policies, procedures or practices. Reasonable Accommodations In conformance with the Fair Employment and Housing Act and the Americans with Disabilities Act, requests for Reasonable Accommodations may be made to the Office of Human Resources by calling (510) 466-7283. The Peralta Community College District reserves the right to close or not fill any advertised position. Benefits Information Benefits Information Benefits Information

FRINGE BENEFITS

The Peralta Colleges proudly offers a competitive and comprehensive core of work-life benefits. The value of the employer contribution towards your benefits may increase your total compensation by as much as 47%. Benefit-eligible employees have access to coverage for themselves and eligible dependents:

- Medical, dental, vision, prescription drug insurance coverage
- Life insurance of 150% of your income up to \$100,000.
- Long-term disability coverage.
- Employee Assistance Program.

In addition to your contribution, Peralta pays 19.10% of your salary to the State Teachers Retirement System (STRS). Effective January 1, 2013, the PEPRA (Public Employees' Pension Reform Act) went into effect. Changes have been implemented as a result of the adoption of this legislation that impact new and existing employees enrolled in CalSTRS. Specific information regarding the changes can be found at <http://www.calstrs.com/post/frequently-asked-questions-ab-340-public-employees-pension-reform-act-2013>. For further up to date information on CalSTRS retirement eligibility and PEPRA, please visit the website at www.calstrs.com. The CalSTRS member handbook is available at <http://www.calstrs.com/calstrs-member-handbook>. After 10 years of creditable service, medical benefits in retirement are extended until age 65. Other benefits include 10 days sick leave, and holidays.

Other voluntary benefits include:

- Flexible benefit plan participation in the Medical Reimbursement Plan, Dependent Care Reimbursement Plan (under tax code 125)
- Pre-tax commuting expenses (under IRS code 132)
- Tax-deferred plan participation in the 403(b) and 457 plans
- Credit union membership
- Prepaid legal plan participation
- Additional Life Insurance for yourself, spouse or children
- Kaiser and United Health Care Dental are fully paid by the District.

Other plans require employee contribution. Subject to change. Mission Statement The Peralta Community College District is a collaborative of colleges advancing social and economic transformation for students and the community through quality education, rooted in equity, social justice, environmental sustainability, and partnerships. Applicant Documents Required Documents List of References Resume Transcripts Optional Documents Other Document Letter of Recommendation 3 Training/Certification Document

Biology Teacher SY26-27 (California)	
Link to Live Job Posting: Posting is no longer active	
Location: El Cerrito, CA	O*NET: 25-2031.00
Company: Summit Public Schools	Job Title: Biology Teachers
Biology Teacher SY26-27 (California) El Cerrito, CA Job Details Full-time \$63,718 - \$99,987 a year 1 day ago Benefits Paid holidays Disability insurance Health insurance Dental insurance Vision insurance Retirement plan Qualifications Middle school teaching Spanish Master's degree in education Student performance assessment strategies Student mentoring Teaching Certification Student performance data analysis Mid-level Working with high schoolers Master's degree Education Bachelor's degree Working with middle schoolers Deep learning Organizational skills Lesson planning Student advising Collaborative teaching Teaching Under 1 year K-12 education instructional development Full Job Description Biology Teacher, SY26-27 at Summit Public Schools (View all jobs) Who We Are: What if every student graduated high school fully prepared to take their next step toward a fulfilled life? At Summit Public Schools, our mission is to collectively prepare a diverse community of young people with the skills, knowledge, and habits to attain economic empowerment and success in a chosen, concrete next step toward a fulfilled life. Summit is a leading network of public schools serving over 3,300 students across 10 schools in the Bay Area and Washington state. We are committed to ensuring that every student graduates ready to pursue a future of purpose and opportunity. In 2025, 99% of our graduates were accepted to a four-year college, and Summit alumni continue to persist in and complete college at 2 times the national average. We are looking for exceptional, mission-driven educators who reflect the diversity of our students and are passionate about preparing young people for meaningful, empowered futures. Join us! The Summit Model: Summit's research-backed model makes teaching and learning at a Summit school unlike any other. At Summit, our teachers mentor the same group of students each year in advisory groups, which allows them to build strong relationships based on deep trust over multiple years. Mentors meet 1:1 with each student regularly to coach students toward their personal goals, and meet daily as a mentor group. During Project Time, teachers teach universal skills through real-world deep learning projects, using their subject-area expertise to help students apply their knowledge to the world around them. Through our research-backed curriculum, Summit gives teachers the tools they need so that they can focus on teaching and become the best deep learning (i.e., project-based) teachers in the world. We are deeply committed to continuous improvement at Summit, both as an organization and for our individual faculty. With dedicated days of professional development built into the academic year, regular coaching sessions with a school leader, and a culture of honest, actionable, and timely feedback, we equip our teachers with the tools necessary to improve their practice and tackle challenging issues. We also prioritize developing leaders from within and have invested in multiple career pathway programs for our teachers and school leaders. Summit has intensive collaboration structures built into our weekly schedules. Teachers collaborate at the grade and subject levels, forming regular communities of practice to support each other in continuously improving as deep learning teachers and mentors. By design, our schools are small communities where every student is known. They are intentionally heterogeneous and reflect the diversity of the communities in which we operate. As a teacher, this will require being culturally responsive and creating equitable learning pathways for all students. What You'll Do: See sample teacher schedules here. A student school day is around 8-8:30am to 3-3:30pm, depending on the specific school. Teachers' days shall begin no earlier than 8:00 a.m. and end no later than 5:00 p.m. on any given workday. Project Time:	

Project Time:

Teach 90-minute blocks in high school or four 55-minute blocks in middle school, per day of project time. Most teachers teach one course for the entire grade (e.g. 9th Grade Biology), and see each section twice per week. Teachers offer students deep learning experiences that develop cognitive skills and apply their content knowledge to real-world situations. Teachers facilitate discussions in the classroom, coach students in applying their cognitive skills, and give students feedback. Between teaching blocks, teachers analyze student data, build lesson plans, support school culture, and other personal development activities. Summit teachers build lesson plans through a deep understanding of student progress data, which determines the group and individual supports needed for their students to succeed.

Mentor Time:

Build deep relationships and sense of community when teachers meet with their small group of mentees daily for their entire time at Summit. Daily, teachers meet with their mentor groups, work on habits of success as a group, and check in one-on-one with their mentees. Mentors coach and advocate for their mentees both inside and outside of the classroom, and strive to support them as they develop their sense of purpose as they become self-directed learners.

Self-Directed Learning Time and Interventions:

Facilitate Self Directed Learning time and daily literacy or math interventions, which don't involve lesson planning. During this time, teachers provide student support, monitor progress, and check in with individuals or groups of students.

Collaboration & Professional Development:

Twice a week, teachers participate in all-faculty after-school meetings where community decisions are made, professional development takes place, and faculty collaborates as a grade-level team or subject-level team.

What You Need:

Commitment to uphold Summit's values and to ensure all students receive a rigorous, equitable education that prepares them for success and fulfillment beyond high school.) A strong commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) by embedding these values into daily practices, interactions, and decision-making. Teaching Credential in California or another US state. Bachelor's Degree (a Master's Degree in Education is preferred, but not required). Clear health and background check. Teaching experience in your subject is preferred, but not required.

Who You Are:

You want to be a world-class deep learning (i.e., project-based) teacher. You thrive while collaborating and are excited to work with mission-aligned, high-performing colleagues. You find positivity in shared successes. You're excited to teach Summit's common curriculum and assessment system, which was designed for teachers and by teachers in partnership with learning scientists. You care deeply about working in intentionally heterogeneous schools and are ready to support all diverse students to reach a fulfilled life. You're eager to engage in professional development and be developed as a practitioner in a network that is committed to continuous improvement. You have a growth mindset and see feedback as a positive You are passionate about serving as a mentor and advocate for a group of students that you'll follow year to year. You're open to having hard conversations to support students.

What You Get:

In addition to joining a highly motivated team and engaging in meaningful work, you'll have access to a comprehensive suite of benefits including a retirement plan, 12 paid holidays, and 3 weeks of organization-wide closures during the year. You and your dependents will have access to multiple health, dental, and vision plans at 25% cost (we cover the other 75%) and employee life and disability insurance at no cost. Our compensation policy strives to be equitable and transparent. The salary for this position starts at \$63,718 and goes up to \$99,987 commensurate with experience and qualifications. Summit is an equal opportunity employer. We believe that diversity, equity, and inclusion are directly intertwined with education. We are ALL better when we are able to bring our whole selves to work and honor each other's voices across identities, cultural backgrounds, and life experiences. We welcome and encourage applications from individuals who are members of

historically marginalized communities. Spanish language proficiency is a plus.

After School Program Leader - Gordon J Lau Elementary School	
Link to Live Job Posting: Posting is no longer active	
Location: San Francisco, CA	O*NET: 25-2031.00
Company: YMCA	Job Title: After School Program Leaders

Careers by Empowering Futures, Building Communities Imagine going to work each day knowing that your efforts positively impact individuals and communities. As a global movement and the nation's leading nonprofit organization dedicated to strengthening communities through youth development, healthy living, and social responsibility, the YMCA of Greater San Francisco offers more than just a job—we offer a career with a future and the opportunity to make a lasting difference in your community. At the Y, you can uncover your passion and build a lifelong career addressing some of the nation's most pressing social issues. Our Organizational Culture At the YMCA of Greater San Francisco, we are committed to demonstrating values that aim to building strong communities where you can Be, Belong and Become. With Truth & Courage, we strive to understand and act on individual and societal truths. We ensure a safe and inclusive environment with Authenticity & Accessibility, allowing everyone to participate according to their needs. Our approach is Dependable & Creative, as we respond to community needs through strong partnerships. Above all, we embody Dignity & Empathy, treating everyone with respect and compassion, and recognizing the inherent dignity in all individuals. Chinatown YMCA is seeking After School Program Leaders for the 2024-25 School Year at Gordon J. Lau Elementary School - 950 Clay St, San Francisco, CA 94108

Position Summary The After School Program Leader provides meaningful opportunities for youth in YMCA programs at local elementary and middle schools. They work under the supervision of Program Site Coordinators and Directors and are expected to demonstrate flexibility, initiative, and punctuality, with a commitment to the school-year schedule.

Job Responsibilities

- Curriculum Development & Program Delivery** Develop and implement engaging, inclusive, and theme-based curricula tailored to the developmental and cultural needs of youth. Lead academic enrichment sessions, tutoring, and organized outdoor recreational activities. Collaborate with staff, parents, and participants to plan program activities.
- Supervision & Safety** Supervise and support groups of up to 20 students, ensuring safety and compliance with YMCA and child-safe protocols. Monitor participants, respond swiftly to critical incidents, and enforce safety regulations.
- Record-Keeping & Compliance** Maintain accurate program records, including attendance, emergency information, and safety logs.
- Communication & Engagement** Communicate respectfully with participants, parents, staff, and volunteers.
- Training & Development** Complete required safety and program training before the first shift and attend all mandatory meetings and training sessions.

Work Environment & Physical Demands The After School Program Leader works in a dynamic environment at local elementary or middle school sites, including indoor classrooms and outdoor schoolyards. The role involves frequent standing, walking, and active participation in physical activities such as recreational sports and games. The environment can be fast-paced and loud, and the role may require occasional lifting of up to 20 pounds.

Disclaimers Must successfully complete a background screening, including criminal and employment verification. Some positions may also require a credit check. All duties and responsibilities are essential job functions subject to reasonable accommodation. The YMCA of Greater San Francisco promotes an equal employment opportunity workplace, which includes reasonable accommodation for otherwise qualified disabled applicants and employees. Please contact your manager if you have any questions about this policy or these job duties. This job description may not be all-inclusive, and employees are expected to perform other duties as assigned by management. Job descriptions and duties may be modified by management as needed. Job offers are conditional and contingent upon background clearance. Pursuant to the San Francisco Fair Chance Ordinance and CA Fair Chance Act, we will consider qualified applicants with arrest and conviction records for employment.

Salary Description The After School Program Leader position offers a compensation range of \$19.50 - \$22.00 per hour. This rate is based on salary benchmarking for similar roles and is aligned with grant fund approvals and requirements for the position.

Qualifications 18+ for elementary programs; 21+ for middle school programs. Associate's degree or higher, or High School diploma/equivalent with one of the following: 48+ completed college units (verified by transcript), Passing score on the CA Basic Education Skills Test (CBEST), or Passing score on a District Instructional Aide Exam. Strong teamwork and communication skills. Knowledge of youth development principles. Monday-Friday during program hours (~1:00-6:00 pm). TB Test clearance within last 2 years.

Preferred Qualifications Bachelor's degree in child development or related field. Experience working with elementary or middle school-aged youth. Bilingual skills in Spanish, Cantonese, Mandarin, or other languages preferred but not required. Knowledge of arts, dance, drama, sports, or other enrichment areas. Connections in the local community.

Summer Camp Instructor	
Link to Live Job Posting: Posting is no longer active	
Location: San Jose, CA	O*NET: 25-2031.00
Company: Edventure More	Job Title: Summer Camp Instructors
Summer Camp Instructor San Jose, CA Job Details Full-time \$20•\$26 an hour 1 day ago Qualifications Biology Phone communication Outdoor work Classroom management Basic math Mid-level High school diploma or GED Math Experience with children Curriculum implementation Physics Safe environment creation Classroom experience Chemistry After-school program experience Teaching science 1 year Associate's degree Leadership Full Job Description Description: Company Overview EDMO is a thriving educational nonprofit that has been inspiring and empowering young minds since 2004. With a dedicated team of 30+ passionate full-time professionals and 400+ summer and school year staff, we have grown into a leading provider of out-of-school program providers. Our award-winning summer camps and after-school programs have reached hundreds of thousands of children, making a significant impact in their lives. Over the years, EDMO has gained recognition for its innovative approach to STEAM (Science, Technology, Engineering, Arts, and Math) and SEL (Social and Emotional Learning) education, as well as its commitment to making learning engaging and accessible to all. EDMO's growth trajectory has been impressive, with expansion into multiple regions and over 200 partnerships with school districts in Northern California. With a strong foundation and a clear vision for the future, EDMO continues to make a positive difference in the lives of children and communities. We envision a more connected world where all people feel confident on their journey toward self-discovery and cultivate a deep sense of responsibility. Join our team and be part of an organization that is providing every child with the opportunity to cultivate curiosity, courage, and kindness! Job Description EDMO's summer team members spend 5-10 weeks connecting with kids, honing leadership skills, and making a real impact—all while rocking wacky costumes and getting pied in the face! Our summer positions offer a unique opportunity to help kids uncover hidden talents and dive deeper into existing talents. Spend your summer pursuing your goals and developing invaluable, transferable professional skills (including problem-solving, classroom management, and coaching). An EDMO Instructor is responsible for teaching all STEAM and SEL curriculum for kids in TK-8th grades (grade ranges vary by location). They train on EDMO curriculum instruction and lead their assigned group through the camp day, including STEAM curriculum and SEL activities. Note: These programs are taking place in-person for summer 2026. Main duties include: Approaching education with passion and excitement and building positive role model relationships with kids Leading STEAM and SEL curriculum daily with themes varying by week Refining curriculum and adding personal contributions as seen fit Working closely with other staff members to create and participate in fun camp games, songs, skits, and activities Helping to lead daily kid check-in and check-out procedures Interacting with families in a professional and energetic manner Helping to cultivate healthy self-esteem and a natural love for learning Ensuring all kids are safe and have a positive experience in our program (this includes diligently following all EDMO policies) Exhibiting the EDMO Method and demonstrating through actions and words each of the SPACE skills (Self-awareness, Problem-solving, Advocacy, Collaboration, and Empathy), while also reinforcing these qualities in other staff and kids Position reports to: Program Manager Requirements:	

Knowledge, Skills and Abilities:

We welcome candidates from diverse backgrounds. Experience can come from work, school, volunteering or lived experience. Candidates must be at least 18 years of age A minimum of High school diploma or GED 1+ year experience working with groups of kids or supporting youth programs in school, after-school camps, camps, coaching or similar settings Comfort engaging with kids and helping create a safe, positive environment Able to work well with a team and communicate respectfully with coworkers and supervisors

SELECT SITES

Completion or willingness to complete the Instructional Assistant Exam coordinating with academic level required for the position (Will waive requirement with proof of Bachelor's degree with coursework primarily in English, AA degree, or completion of 48 college-level units) Dependable, punctual and able to follow through on commitments Willing to adapt, problem-solve and stay calm in a fast-paced classroom setting Curriculum-specific experience may include: A science background including biology, chemistry, and physics Basic science lab skills Engineering Enjoys storytelling, performance or creative activities that engage children. Teaching credentials, coursework or units towards credentials are a plus.

Physical Abilities & Working Conditions :

The physical abilities, working conditions, and other conditions of employment listed in this document are representative of, but are not intended to provide an exhaustive list of the requirements for positions in this classification. In the event of an emergency or situation requiring guidance from Federal, State, or local or school district authorities, the requirements of this position may change temporarily or for the school year to best serve the needs of our students.

Vision:

Ability to read small print and view a computer screen for prolonged periods.

Hearing:

Ability to tolerate exposure to noisy conditions.

Speech:

Ability to be understood in face-to-face communications, to speak with a level of proficiency and volume to be understood over a telephone or computer.

Upper Body Mobility :

Ability to use hands to grasp, and manipulate small objects; manipulate fingers, twist and bend at wrist and elbow; extend arms to reach outward and upward; use hands and arms to lift objects; turn, raise, and lower head.

Strength:

Ability to lift, push, pull and/or carry objects which weigh up to 50 pounds on a frequent basis. Incumbents may be required to move bins of supplies off of delivery trucks and into needed classrooms/spaces or to physically restrain parties involved in a conflict.

Environmental Requirements :

Ability to encounter constant work interruptions; work cooperatively with others; work independently; work indoors and outdoors.

Mental Requirements :

Ability to read, write, understand, interpret, and apply information at a moderately complex level essential for successful job performance; math skills at a high school proficiency level; judgment and the ability to process information quickly; learn quickly and follow verbal

procedures and standards; give verbal instruction; rank tasks in order of importance; copy, compare, compile and coordinate information and records. Understand how to manage stress. Additional information

Program Dates:

June 15-Aug 3 (Training the week of June 15th) in 2026

Pay:

\$20•26/hr depending on location/region and experience

Hours:

Monday•Friday, 7:45 AM•4:15 PM with potential for overtime

Training:

There will be 10-50 total hours of spring training for this position EDMO is an equal opportunity employer that is committed to diversity, equity inclusion, and belonging in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. EDMO makes hiring decisions based solely on qualifications, merit, business needs at the time, and organizational value fit.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

**A Comparative Analysis of Labor Market Outcomes:
Associate's vs. Bachelor's Degrees in Dance**

1. Key Metrics Comparison Overview

Metric	Associate's Degree (AA) Report	Bachelor's Degree Report	Difference / Premium
Unique Job Postings	1,807	6,892	+281.4% (+5,085 postings)
Total Job Postings	4,471	14,379	+221.6% (+9,908 postings)
Unique Hiring Companies	264	885	+235.2% (+621 employers)
Median Advertised Salary	\$32.62 / hour	\$40.00 / hour	+\$7.38 / hour (+22.6%)
Salary Data Coverage	1,329 postings (74%)	4,789 postings (69%)	—
Median Posting Duration	26 Days	28 Days	+2 Days longer
Posting Intensity	2 : 1	2 : 1	Identical competition intensity
No Experience Required	70% of postings	62% of postings	-8% lower entry barrier

2. Salary Level and Compensation Trends

Earning potential varies significantly across the two educational tiers:

- **Associate's Degree Level:** The median advertised salary stands at **\$32.62 per hour**. The pay scale generally ranges from \$20.00/hr to \$47.00/hr.
- **Bachelor's Degree Level:** The median advertised salary increases to **\$40.00 per hour**. The pay scale stretches higher, with a significant concentration of postings ranging between \$25.00/hr and \$57.00/hr.

Holding a Bachelor's degree provides an immediate **22.6% wage premium** (\$7.38/hr more on average) compared to holding an AA degree alone. Over a full-time working year (2,080 hours), this difference equates to approximately **\$15,350 in additional annual income**.

3. Postings Duration and Hiring Timelines

The time required for employers to fill positions (*Median Posting Duration*) offers insight into candidate availability and credential requirements:

- **AA Postings:** Stay active for a median of **26 days**. Roles at this tier rely more heavily on entry-level qualifications, allowing employers to review and onboard candidates slightly faster.
- **Bachelor's Postings:** Stay active for a median of **28 days**. The slightly longer duration reflects formal credentialing processes (e.g., California Teaching Credentials, English Learner Authorizations) and more extensive interview protocols required for public school districts and accredited institutions.

Both degree levels exceed the broader regional average median duration of 22 days.

4. Geographic Distribution: Where the Jobs Are Located

While both groups operate within the Bay Area regional economy, their geographic concentrations differ markedly:

Top Counties

- **Associate's Degree:** Alameda County leads with 425 unique postings, closely followed by Santa Clara County (421) and San Mateo County (399). San Francisco County (242) and Contra Costa County (229) make up the remainder.
- **Bachelor's Degree:** Santa Clara County commands the largest share with 1,885 unique postings, followed closely by Alameda County (1,861) and Contra Costa County (1,062). San Mateo County accounts for 971 postings, while San Francisco holds 819.

Top Cities

- **AA Hubs:** San Francisco (243 unique postings), San Mateo (196), Oakland (193), San Jose (158), and Redwood City (62).
- **Bachelor's Hubs:** Oakland leads significantly (911 unique postings), followed by San Francisco (821), San Jose (683), San Mateo (295), and Richmond (294).

Geographic Insight: Opportunities for AA degree holders are spread relatively evenly across community colleges and local recreation programs in San Mateo and Alameda counties. In contrast, Bachelor's degree opportunities expand exponentially into major public school systems located in dense urban hubs like Oakland and San Jose.

5. Employers, Occupations, and Job Titles

Employer Profiles

- **AA Employers:** Top hiring entities include non-profit community organizations, private instruction networks, and community colleges. Leading posting organizations include **San Mateo County Community College District** (182 postings), **Summit Public Schools** (96), **YMCA** (79), **Talentnook** (73), and **Bay Area Community Resources** (66).
- **Bachelor's Employers:** Major public K–12 school districts dominate hiring. Top employers include **Oakland Unified School District** (322 postings), **Edjoin.Org** (315), **San Mateo County Community College District** (182), **Stratford School** (158), and **KIPP Public Schools Northern California** (147).

Primary Job Roles & Titles

- **AA Occupations:** Roles center heavily around informal education, youth supervision, and recreational sports. Frequent titles include *After School Teachers*, *After School Instructors*, *Enrichment Instructors*, *After School Program Leaders*, and recreational coaches (e.g., Calex Sports after-school instructors).
- **Bachelor's Occupations:** Postings focus on formal classroom teaching across specialized disciplines. Leading titles include *Secondary School Teachers* (4,970 postings), *Elementary School Teachers* (1,035 postings), *Middle School Teachers* (327 postings), as well as discipline-specific roles like *Math Teacher*, *Science Teacher*, *Bilingual/ESL Teacher*, and *Producers and Directors*.

6. Experience Demands and Required Skills

ASSOCIATE'S DEGREE (AA)

- 70% No Exp Listed
- Working with Children
- Safety & Emergency
- Classroom Management

BACHELOR'S DEGREE

- 62% No Exp Listed
- Curriculum Development
- Differentiated Instruct
- Pedagogy & Academics

Prior Experience Demands

- **AA Tier:** Highly accessible to candidates entering the workforce; **70% of postings require no prior experience**, while 15% require 0–1 years. Only 1% require 10+ years.

- **Bachelor's Tier:** Places a greater value on senior-level experience. While 62% list no explicit minimum, **10% of postings require 10+ years of experience**, 13% require 2–3 years, and 4% require 4–6 years.

Specialized & Soft Skill Priorities

- **AA Skill Demands:** Focus on direct supervision, safety, and inclusivity. Top specialized skills include *Lesson Planning* (33%), *Classroom Management* (24%), *Working With Children* (17%), *Disabilities* (14%), *Socioeconomics* (12%), and *Emergency Procedures/Response* (11%). Common soft skills emphasize *Cultural Responsiveness* (16%) and *Enthusiasm* (14%).
- **Bachelor's Skill Demands:** Emphasize high-level instructional methodology and educational design. Top specialized skills include *Lesson Planning* (29%), *Classroom Management* (20%), *Curriculum Development* (12%), *Student Engagement* (11%), *Differentiated Instruction* (9%), and *Pedagogy* (8%). Software skills also emphasize administrative platforms like *Google Workspace* (6%), *Zoom* (4%), and *Salesforce* (2%).

Conclusion & Career Pathway Implications

The Lightcast regional job analytics demonstrate a clear career pathway hierarchy for dance and performing arts majors:

1. **The Associate's Degree (AA)** provides essential, low-barrier entry into the workforce. It equips graduates for positions in after-school programs, youth enrichment, and recreational instruction with a competitive base pay of **\$32.62/hr**. Candidates at this level are expected to demonstrate strong youth engagement, safety management, and cultural responsiveness.
2. **The Bachelor's Degree** serves as the primary gateway to institutional employment, unlocking nearly **four times as many job postings** and **three times as many hiring companies**. With a median advertised salary of **\$40.00/hr**, a Bachelor's degree opens doors to formal public and private K–12 teaching roles, administrative positions, and curriculum development roles that are generally unavailable to AA-only graduates.