



Developing habits of the heart and mind for a life of purpose and service

Faculty Associate

One academic year contract (with the possibility of renewal) | August 2025 to June 2026

Trinity College School is seeking eight new and early-career teachers who are excited to work with a diverse community of approximately 600 students from across Canada and the world representing over 30 different nationalities. As one of Canada's leading independent day and boarding schools, TCS offers world-class facilities, small class sizes, and a commitment to building a community based on belonging and the wellbeing and respect of each individual.

The Faculty Associate position offers educators the opportunity to work side-by-side with and be mentored by experienced teachers who are committed to developing capacity in their colleagues. Successful candidates will teach and cover classes, coach competitive sports, lead service and artistic initiatives, and support students across a dynamic learning environment in and outside the classroom. Faculty Associates benefit from working closely with Canadian and international students in the boarding and day program.

Successful candidates are provided with a salary, full health and dental benefits, accommodation, meals, access to world-class athletic facilities, and continual professional development. Once a Faculty Associate becomes a member of the Ontario College of Teachers (OCT), Ontario Teachers' Pension Plan contributions will also be made.

Faculty Associates are an integral part of the life of the School as they build supportive relationships with students and faculty. The position is a stepping stone to becoming a full faculty member at TCS or one of Canada's other exceptional independent schools.

Located on Michi-Saagiig Anishnaabeg traditional territory covered by the Williams Treaties, Trinity College School is situated on a beautiful 100-acre campus in the town of Port Hope, Ontario, one hour's drive east of Toronto. Described as having the best-preserved downtown in the province, the town boasts unique architecture, community cultural events, and a history that predates the founding of Canada. At the same time, Port Hope is located on the VIA Rail line, and is just a 35-minute drive to the Oshawa GO Station, offering quick access to the city of Toronto, the most multicultural city in North America.

Eight Faculty Associates will serve a range of academic departments in Grades 5–12. **The successful candidates will be OCT members or qualified to apply for OCT membership** and have teaching, practicum, and/or life experience in one or more of the following disciplines:

- **The Arts** (Music, Visual Arts, Drama)
- **Computer Studies**
- **English**, including ESL instruction and experience teaching academic writing and grammar
- **Health and Physical Education**
- **Languages**, including practicum experience in French, Spanish, Mandarin or Latin
- **Mathematics**
- **Science**, including Grade 11 and 12 Chemistry, Biology, Physics or Environmental Science
- **Social Sciences, Canadian and World Studies, Humanities**
- **Special Education**, including practicum experience and/or coursework related to learning support
- **Experience as an athlete and/or coaching sports**

In addition to any of the disciplines listed above, **diverse lived experience is an asset.**

For more information or to apply, please email a cover letter and résumé, in PDF format, expressing interest to:

Myke Healy, Assistant Head of Senior School - Teaching & Learning, Trinity College School

Email: jobs@tcs.on.ca | For more information, visit www.tcs.on.ca

Applications are reviewed on a rolling basis. Early submission is strongly encouraged as positions will be filled as qualified candidates are identified.

Trinity College School thanks all applicants for their interest, but can acknowledge only those selected for an interview.

TCS is an equal-opportunity employer. TCS is committed to providing accommodations for persons with disabilities. The School will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs.

We celebrate the diversity of our school community, including differences in race, colour, religion, national or ethnic origin, gender, sexual orientation, and gender identity. We welcome candidates representing such diversity.

OPPORTUNITIES FOR FACULTY ASSOCIATES

- A. **Teaching up to two class sections.**
- B. **Co-teaching up to two class sections** alongside full-time experienced TCS teachers. Faculty Associates will be in classes observing and co-teaching when coverage duties are not required.
- C. **Covering classes** when teachers are away, at the department head's discretion. Faculty Associates are expected to move the curriculum forward, teaching course material and running the classroom as the teacher, not a "substitute."
- D. Playing an invaluable **support role in the day or residential house program at the School**, including supervising evenings once per week and weekend-long residential house supervision once every 4-5 weeks and up to 2 long weekends. It is important for candidates to understand that the required hours of work at a boarding school are longer than at a day school.
- E. Taking a **leadership role in the co-curricular program** two out of the three terms per academic year. Leadership involves a combination of coaching in the competitive or recreational athletics program, leading an activity in the arts, or helping with service learning activities.
- F. Faculty Associates will **benefit from additional opportunities** to oversee various student enterprises, school events and trips. Occasionally, there are other responsibilities determined at the discretion of school leaders. Any additional duties are assigned in moderation; the School wants to ensure Faculty Associates are well taken care of and are professionally engaged but not overwhelmed.

REMUNERATION FOR FACULTY ASSOCIATES, 2025-2026

- 1. **Room, meals, and utilities** on campus in scenic Port Hope: The School estimates the value at \$1,650/month x 10 months, totalling \$16,500 for the employment period. Please note that lodging and meals are taxable benefits. Dates of occupancy are from Thursday, August 21, 2025, to Friday, June 19, 2026.
- 2. **Health, dental, life insurance**, accidental death and dismemberment insurance (AD&D) benefits are included, with TCS paying 75% of the costs of health and dental and 100% of life and AD&D. The total value for a single participant is approximately \$1,500 for the 10 months.
- 3. Faculty Associates who are OCT certified will participate in the **Ontario Teachers' Pension Plan**, with employee contributions matched by TCS (10.4% as of 2024). The value of the employer contribution for most participants will be approximately \$3,970.
- 4. Exclusive use and IT support of a **MacBook laptop** through the academic year: \$1,200 equivalent value.
- 5. 24/7 access to **professional gym** and **campus athletic facilities**: \$500+ equivalent value.
- 6. **Extensive professional development opportunities**. The School will consider approval for professional development expenses up to a maximum of \$1,000. For example, the funds could cover the cost of an additional qualification course. Faculty Associates will also benefit from professional learning community participation, coaching and mentorship, guest presenters, and many other professional learning opportunities throughout the year.
- 7. A **base salary** of \$38,246 (divided into bi-weekly pay periods from September 2025 to June 2026).
- 8. Of course, the significant value of the position is the confidence and experience to be gained in the teaching profession, along with references from TCS, professional connections and assistance in applying to fellow independent schools as full faculty in the following year. In terms of a career in education, this position presents a remarkable opportunity.

The total value of the position is approximately \$60,000 + experience

All TCS Faculty Associate program inquiries should be directed to:

Myke Healy, B.A. (Hons.), B.Ed., M.Ed., OCT [he/him] | Assistant Head of Senior School - Teaching & Learning
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