



**NORTH CAROLINA SCHOOL OF SCIENCE AND MATHEMATICS
CAREER OPPORTUNITY ANNOUNCEMENT**

Posting to fill one vacant position: 65033838

CLASSIFICATION TITLE: Instructor

WORKING TITLE: Instructor of Mathematics-Morganton

DEPARTMENT: Mathematics

POSITION LOCATION: Morganton, NC

POSITION NUMBER: 65033838

POSTING DATE: Monday, June 8, 2026

CLOSING DATE: Sunday, June 21 at 11:59pm EST

POSITION TYPE: EHRA Faculty, 10-month, FLSA Exempt, 1.0 FTE

HIRING SALARY RANGE: Commensurate with education and experience

EXPECTED START DATE: August 5, 2026

NCSSM and the Academics Programs Division foster an environment of collaboration across departments and divisions and support community-engaged service and research. NCSSM is proud of the diversity of its student body and we seek to attract an equally diverse application pool for this position. All qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, gender identity or expression, age, sexual orientation, genetic information, status as an individual with a disability, or status as a protected veteran or national guard. If you are an individual with disabilities requiring accommodations in the application and interview process, please contact us at hr@ncssm.edu.

Description of Duties:

The position is a full-time, ten-month appointment in the Department of Mathematics at the NCSSM-Morganton campus, with full benefits through the state of North Carolina. This position reports to the Morganton Chair of Mathematics and is responsible for providing instruction for assigned courses.

General duties:

- Plan and develop an instructional program that helps students assimilate specific course content and skills;
- Develop and communicate to students clear course objectives and goals;
- Participate in discipline and multi-section course meetings;
- Create a syllabus and other required administrative documents;
- Take attendance and enforce the attendance policy;
- Grade and provide feedback to students in a timely manner, and submit grade reports on time with sufficient comments when required;
- Communicate with parents and support team when necessary;

- Hold at least three office hours per week and hold tutorial sessions as outlined by the department;
- Structure and manage an environment conducive to learning;
- Model for students responsibility to self and others;
- Follow the school's mission, policies, and procedures;
- Engage in both January terms by proposing and teaching approved January Term courses;
- Participate in foundational duties for all faculty including required meetings, academic advising, event participation (at least two Saturdays per year), professional development and outreach, written appraisals/evaluations, and involvement in the NCSSM community;
- Serve on departmental, faculty, and school-wide standing committees;
- Write recommendations for up to 15 students each year, as requested;
- Participate in professional development and personal intellectual growth activities;
- Participate in one or more of the following professional duties:
 - Provide information, service, and expertise to other schools and organizations;
 - Assist students on special projects, independent and individual study, and seminar-based studies;
 - Participate in the admissions process by recruiting, selecting, and advising prospective students;
 - Participate in NCSSM alumni activities;
 - Provide assistance for school-sponsored programs and extracurricular activities.

Knowledge, Skills, and Abilities:

Competitive candidates will have experience teaching courses in Calculus, Data Science, or other advanced mathematics coursework; experience in using educational technology; commitment to designing new curriculum; and a willingness to participate in residential school programs including social, recreational, and advisory responsibilities at times other than usual school hours.

Minimum Education and Experience:

A Master's degree in a related field and previous teaching experience in mathematics at the Precalculus level or above required.

Please ensure that you attach a cover letter, CV, and statement of teaching philosophy to the online application before submitting.

Team NCSSM Benefits

Free On-campus Parking

Vacation: EHRA Faculty earn from 14 days to 26 days per year based on years of state service (part-time employees are pro-rated). Leave is earned monthly.

Sick Leave: 12 days per year.

Additional Leave: Family Medical Leave (FMLA), Paid Parental Leave (PPL), Civil Leave, Extended Illness, Short/Long Term Disability, Family Illness Leave, Military Leave, Community Service Leave, Voluntary Shared Leave and Leave Without Pay.

Holidays: 12 days per year

Benefits: The University System offers eligible employees a flexible and comprehensive benefits package, including but not limited to University-provided group life insurance, various retirement savings options, group health plan coverage, dental, vision, critical illness, cancer, flexible spending accounts, accident, disability coverage, educational assistance, and more. These programs can help employees achieve retirement savings and career goals, as well as assistance with meeting everyday health and

educational needs. The benefits programs are designed for employees to tailor a benefits package that best meets their needs.

Health Insurance: Employee only coverage under the [State Health Plan](#) (PPO) is provided to employees that work 30 or more hours a week. The cost is determined by the type of coverage elected by the employee. Dependent coverage is available by payroll deduction.

Retirement: Required participation for all employees working 3/4 time or more. Option (1) Teachers' and State Employees' Retirement System ([TSERS](#)) requires 6% of gross salary. Employees are vested for retirement after 5 years. Option (2) The Optional Retirement Program ([ORP](#)) requires 6% of gross salary. Employees in ORP are vested after 5 years of participating in ORP. As a participant in either retirement program, you are automatically covered for short-term disability (eligible after 1 year of service/no cost), long term disability (eligible after 5 year of service/no cost). Death benefit of minimum \$25,000/maximum \$50,000 based on previous 12 month salary (eligible after 1 year of service/no cost).

Supplemental Retirement Plans: [Supplemental retirement plans](#) provide an additional opportunity to help you reach your retirement goals. Supplemental Plan offerings such as a 401(k), 403(b), or 457(b) on a Roth (after-tax) or pre-tax contributions.

Tuition Waiver: Three courses per academic year tuition free (at any of UNC 17 campuses that offer courses) for permanent full-time employees.

State Employees Credit Union: Membership welcomed. Contact the [SECU Credit Union](#) for information.

Community Service: 24 hours leave credited each calendar year (prorated for part-time) unless you choose the Mentoring/ tutoring option – 1 hour each week up to a max of 36 hours that schools are in session as documented by the elected board of the local education agency or the governing authority of any non-public school.

Facilities: Library & Gymnasium - other athletic facilities available at no cost to employees. Cafeteria on site.

About NCSSM:

[North Carolina School of Science and Mathematics](#) (NCSSM) is a world-class public high school with statewide reach empowering academically talented students from diverse backgrounds from every corner of the state to design their own future. We offer residential high school programs in Durham and Morganton for juniors and seniors or virtual high school courses and programs that students can take alongside their local curriculum, all tuition free. Our wide array of summer offerings for rising 5th-through 12th-graders includes free opportunities for in-state students alongside paid options for students from anywhere in the world. NCSSM Extended Learning partners with communities and regions to advance student learning and outcomes.

Specializing in science, technology, engineering, and math, and embracing the fine arts and humanities, NCSSM has become the model for 18 such specialized schools around the globe since its founding in 1980 and is a full constituent of the University of North Carolina System. NCSSM's [Ignite + Transform comprehensive campaign](#) seeks to raise \$50 million in private support for our mission.

The new NCSSM-Morganton campus opened in 2022 for summer programs and its first fall academic term. NCSSM-Morganton focuses on the booming fields of data science and artificial intelligence, preparing the leaders of tomorrow to navigate a future driven by data and machine learning, with emphasis on the humanistic implications and ethical use of these tools.

Nearly two-thirds of NCSSM graduates earn a bachelor's degree in a STEM field -- over three times the national average, including 58 percent of our underrepresented minority graduates, which is nearly four

times the national average. Nearly three-quarters have earned or are seeking a graduate degree. A 2020 economic impact study found that 54 percent of our alumni continue to live and work in North Carolina, catalyzing nearly \$1.3 billion in annual economic activity. NCSSM values the diversity in our student body, and all members of the NCSSM community are expected to foster a safe environment of respect and inclusion for all faculty, staff, and students.

For more information, please read the NCSSM [strategic plan](#) and visit [ncssm.edu](#).

How to Apply:

Submit electronic application via: <direct link to posting on government jobs will be inserted by HR>.

Please complete your application in full. All required Competencies, Work History, and Credentials must appear on the application in the Education and Work Experience sections of the application to receive consideration during the selection process. Resumes will not be accepted in lieu of completing the State Application form in its entirety. "See Attached Resume or an Embedded Text Resume" will be considered incomplete and will not be processed. Degrees must be received from appropriately accredited institutions.

Applicants seeking Veteran's Preference must attach a DD form 214, Certificate of Release or Discharge from Active Duty, along with the state application. Applicants seeking National Guard Preference must attach a NGB 23A (RPAS) if they are a current member of the NC National Guard in good standing. If applicants are a former member of the NC National Guard who served for at least six years and was discharged under honorable conditions, they must attach either a DD256 or NGB 22 along with their state application.

Final candidates are subject to criminal and sex offender background checks. Some vacancies also require a motor vehicle check. If the highest degree is from an institution outside of the U.S., final candidates are required to have their degree equivalency verified at [www.wes.org](#) or equivalent service. NCSSM participates in E-Verify. Federal law requires all employers to verify the identity and employment eligibility of all persons hired to work in the United States.

Please refrain from submitting multiple applications. However, if multiple applications are submitted to a posting, only the most recent application received prior to the posting close date will be accepted. There is a 24 hour waiting period before an applicant can re-apply to a position.

If you have questions, please contact careers@ncssm.edu

NCSSM is an EEO/eVerify/VEVRAA Employer