



Timothy Edward Staycer

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Professional Summary

Educator and coach with 37 years of experience in special education and athletics. Expertise in working with students with emotional and learning disabilities, designing Individualized Education Programs (IEPs), and building student success through specialized instruction and athletic coaching. Skilled in safety, CPR, and first aid training, with extensive experience collaborating with trainers, medical professionals, and families. Recognized for leadership, mentorship, and commitment to student growth both in the classroom and on the field.

Experienced educational leader and advocate with over a decade of union leadership, including three years as President of the San Dieguito Faculty Association (SDFA). Proven ability to lead complex negotiations, resolve disputes, and navigate legal protocols in educational settings. Skilled in public speaking, policy development, and stakeholder engagement, with a strong track record of representing faculty interests and upholding contractual and legal standards. Adept at building consensus, drafting official communications, and leading multi-level committees to effect policy change and support member needs.

Skills & Expertise

- IEP Development & Implementation
- Classroom & Behavior Management
- Coaching: Football & Basketball
- CPR & First Aid Certified
- Concussion & Sudden Cardiac Arrest Safety
- Collaboration with Trainers & Medical Staff
- Student Mentorship & Leadership Development

Professional Experience

Special Education Teacher – Mild/Moderate Disabilities

Torrey Pines High School (TPHS), San Dieguito Union High School District, CA | 1995 – 2023

- Delivered individualized instruction and co-taught general education classes to support inclusive education for students with mild/moderate disabilities.
- Developed, implemented, and monitored IEPs in compliance with Individuals with Disabilities Education Act (IDEA) and state/federal regulations.
- Collaborated with IEP teams, families, and administrators to resolve disputes and prevent litigation.
- Maintained expertise through ongoing professional development in special education law and best practices.

Special Education Teacher – Emotional Disturbance (ED, formerly Serious Emotional Disturbance (SED))

Mira Mesa High School, San Diego, CA | 1989 – 1995

- Provided targeted instruction and behavioral support for students with SED.
- Coordinated with multidisciplinary teams to design and implement effective IEPs and interventions.
- Promoted inclusive practices through collaboration with general education staff and mental health professionals.

Special Education Teacher – SED

Darnall School, San Diego, CA | 1986 – 1989

- Taught junior high students with SED, integrating academic and behavioral strategies aligned with IDEA.
- Designed individualized interventions to support emotional regulation and academic progress.
- Partnered with families and support staff to ensure continuity of care and educational success.

Special Education Teacher – Mild/Moderate Disabilities (formerly EMR)

Sebring High School, Sebring, OH | 1983 – 1986

- Delivered specialized instruction for students with cognitive and adaptive learning needs.
- Modified curriculum and assessments to support diverse learner profiles.
- Developed and monitored IEPs in collaboration with families and school teams.

Coaching Highlights

Del Mar Coastal Bears Youth Football – Del Mar, California

Assistant Coach – 13U Team

2024

- Assisted in coaching the 13U team within a competitive regional program emphasizing player safety and skill development.
- Supported staff planning, practice management, and team leadership consistent with youth-coaching standards.
- Promoted positive sportsmanship, character education, and program continuity between youth and high-school levels.

La Costa Canyon High School – Carlsbad, California

Head Freshman Football Coach / Offensive Coordinator

2023

- Directed all phases of the Freshman football program, supervising assistant coaches, coordinating offensive systems, and ensuring alignment with upper-level teams.
- Designed, installed, and evaluated offensive schemes to promote skill mastery, safety, and academic accountability.
- Served as primary liaison between the athletic department, staff, and parents to ensure program integrity, compliance, and student-athlete success.

Torrey Pines Pop Warner Football – Del Mar, California

Assistant Coach – 11U (2021) & 12U (2022)

2021 – 2022 (concurrent with Torrey Pines High School Freshman Coaching)

- Assisted with team coordination, player development, and fundamental technique for both 11U and 12U divisions.
- Collaborated with head coaches and league officials to ensure compliance with Pop Warner safety protocols.
- Mentored players and families to foster community engagement and readiness for competitive play.

Torrey Pines High School – San Dieguito Union High School District, California

Freshman Defensive Coordinator

2021 – 2022 (concurrent with Torrey Pines Pop Warner)

- Managed defensive operations and practice design for the Freshman team.
- Ensured consistency with Varsity and JV systems while reinforcing safe tackling and player accountability.
- Guided assistant coaches and maintained CIF compliance through detailed practice supervision.

Oceanside Warriors (AYF – American Youth Football)

Assistant Coach – AYF Program

2016

- Coached youth athletes in a regional AYF program emphasizing skill development, teamwork, and safety compliance.
- Supported staff coordination, family communication, and player mentorship.
- Promoted ethical coaching practices and long-term athlete engagement.

San Marcos Steelers (AYF – American Youth Football)

Assistant Coach – 8-U 8-Man Team

2014

- Coached foundational skills for young athletes in a community-based AYF program.
- Reinforced safe tackling, proper technique, and character-driven competition.
- Supported coordination between coaching staff, parents, and league officials.

Torrey Pines High School – San Dieguito Union High School District, California
Defensive Coordinator / Head Coach (JV) / Offensive Coordinator (Freshman)

2000 – 2002

- Oversaw strategic, instructional, and administrative aspects of the JV and Freshman programs.
- Directed both offensive and defensive units, aligning with Varsity systems and district standards.
- Led coaching-staff coordination, delegated responsibilities, and maintained safety and compliance protocols.

Torrey Pines High School – San Dieguito Union High School District, California
Varsity Assistant Coach (Linebackers & Running Backs)

1995 – 1999

- Coached linebackers and running backs in advanced technique, positioning, and performance strategy.
- Supported game-planning, analytics, and practice organization for one of Southern California’s top programs.
- Collaborated with medical and training staff to ensure athlete health and readiness.

Mira Mesa High School – San Diego, California

Junior Varsity Defensive Coordinator

1989 – 1994

- Led defensive schemes and coordinated staff for the JV team.
- Mentored student-athletes in discipline, academics, and sportsmanship.
- Worked closely with Varsity staff to ensure system alignment and player advancement.

Sebring Middle & High School – Sebring, Ohio

Varsity Assistant Football Coach & Head 7th Grade Coach

1983 – 1985

- Managed both middle- and high-school football programs, designing practice systems and developmental pathways.

- Fostered early athlete leadership and academic balance through collaboration with administrators and families.
- Emphasized fundamentals, teamwork, and positive reinforcement as core coaching principles.

Additional Teaching & Coaching Roles

- Taught and coached in multiple school settings across four decades.
- Supported students with autism, learning disabilities, and behavioral challenges.
- Created inclusive classroom environments and adapted curriculum for diverse learners.
- Organized and led athletic programs, balancing academics and sports success.
- Mentored fellow teachers and collaborated with school staff on student safety and achievement.
- Supported parents and general education teachers by clearly communicating and modeling best practices to help students build agency, independence, and self-advocacy skills.

Leadership & Advocacy

President – San Dieguito Faculty Association (SDFA) | 06/2017 – 06/2020

- Represented more than 600 teachers in contract negotiations, policy reform, and dispute resolution.
- Delivered public addresses at school board meetings and community events.
- Participated in interviews with local news affiliates.
- Drafted district-wide communications, policy briefs, and advocacy materials.
- Chaired and contributed to committees focused on compliance and equity.
- Navigated protocols parallel to litigation, including due process and procedural safeguards.

TPHS Building Representative – SDFA | 06/2010 – 06/2017

- Advocated for faculty interests at the site level, interpreting and applying contractual agreements.
- Supported members in disputes requiring knowledge of education law and contract enforcement.
- Led meetings and represented staff in committee work.

Team Captain, NCAA Division I Football Program – University of Akron, 1982

- Selected by coaching staff and teammates as captain, demonstrating leadership, accountability, and the ability to inspire peers.
- Led team in fostering discipline, sportsmanship, and resilience under high-pressure, competitive conditions.
- Coordinated team communication between players and coaching staff, ensuring alignment on goals, strategies, and performance standards.
- Served as role model for younger teammates, emphasizing work ethic, academic balance, and personal integrity.

- Represented program in public settings, media interactions, and community outreach

Alternative Dispute Resolution (ADR) Experience

Successfully represented and supported San Dieguito Faculty Association SDFa members in high-stakes disputes, ensuring due process, contractual compliance, and fair outcomes. Collaborated with CTA Legal and district administration to mediate and resolve over 25 cases involving accusations, evaluations, and workplace accommodations. Selected examples include:

- Pandemic Leave Mediation 2020 – Advocated for staff rights during COVID-19, securing agreements that allowed teachers to remain home with full pay.
- Workplace Safety & Facilities 2019 – Arbitrated with administration regarding mold concerns in classrooms; secured safe relocation and remediation plan.
- Teacher Misconduct Allegations 2015–2019 – Represented members accused of misconduct, substance use, or inappropriate comments. Negotiated outcomes that protected due process and employment rights.
- Evaluation Dispute 2014 – Successfully challenged a 'Needs Improvement' evaluation, securing removal of the rating.
- Medical Leave & Workplace Accommodation 2018 – Negotiated return-to-work placement ensuring accommodations.
- Grade Challenge Support 2011 – Guided a teacher through a grade dispute, ensuring resolution in the teacher's favor.

Education & Credentials

M.A., Special Education – San Diego State University, 1992

B.A., Education – University of Akron, 1983

California Teaching Credentials:

- **Multiple Subject Teaching Credential 08/2025**
 - Authorizes teaching of all subjects in self-contained classrooms K–12, (including preschool and adult education); also authorizes instruction of core middle school subjects.
- **Added Authorization in Emotional Disturbance (AAED) 06/19/2019**
 - Authorizes instruction and services for students with disabilities in general education settings; includes IEP/Individualized Family Support Plan (IFSP) Individualized Transition Plan (ITP) development, parent consultation, and coordination of special education services.
- **Added Authorization in Autism Spectrum Disorders (AAS) 07/11/2017**
 - Authorizes the holder to conduct assessments, provide instruction, and provision of related services to students with autism across the continuum of special education program options.
- **Resource Specialist 10/15/1997**

- Authorizes assessment, instruction, and provision of services to students with emotional disturbance across all grade levels and program options

Certificates & Authorizations

- Expert Witness Training Certificate of Completion – September 12, 2025
- Sudden Cardiac Arrest Training Certificate of Completion – July 27, 2022
- Concussion in Sports Learning Center Certificate of Completion – July 27, 2022

Professional Associations

- USA Football – Member since 2021
- National Education Association (NEA) – Member since 1986
- California Teachers Association (CTA) – Member since 1986

Availability

Available for expert witness consultation, report writing, deposition, and courtroom testimony. Willing to travel or participate remotely. Rates and references available upon request.