



'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Para-Professional

OPEN: November 18, 2025

EXEMPT: No

SALARY: \$23.25/hr.

SHIFT: Day

LOCATION: Lummi Nation School

DURATION: 12 Month School Year Contract

CLOSES: Until Filled

JOB CODE:

DIVISION: Education

DEPARTMENT: Lummi Nation School

SUPERVISOR: Curriculum Director

VACANCIES: 2

JOB SUMMARY: Assist the principals and teachers in keeping a safe and drug-free environment for all students and staff. Also assist the teachers, reading coach and math coach in achieving teaching objectives by working with individual students or small groups to help them achieve the skill levels of the class as a whole.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other job-related duties as assigned.

1. Maintain high professionalism in regard to student confidentiality.
2. Assist principals and teachers in keeping close control and monitoring of students on campus.
3. Man, front desk, keeping out drugs and alcohol.
4. Monitor grounds, halls, gym, cafeteria, and classroom.
5. Escort students around campus when needed.
6. Supervise students while they work infraction offences off.
7. Assist In-School opportunity when needed.
 - o Set and maintain firm limits (boundaries) for student behavior.
 - o Monitor, evaluate and score student behavior in the in-school opportunity classroom.
 - o Maintain student isolation from other outside influences during in-school opportunity.
8. Distribute educational materials as instructed by teachers.
9. Maintain the same high level of ethical behavior and confidentiality of information about students as is expected of a fully licensed teacher. (on-going)
10. Administer, score, and record such achievement and diagnostic test as the teacher recommends for individual students.
11. Work with individual students or small groups of students to reinforce learning of material or skills initially introduced by the teacher.
12. Assist with the supervision of students during emergency drills, assemblies, play periods, and field trips.
13. Read to students, listen to students read and participate in other forms of verbal communication with students.
14. Check notebooks, correct papers, and supervise testing and make up work, as assigned by the teacher.
15. Check and record student attendance as requested.
16. Assist with bus duty, lunch, snack and clean-up routines.
17. Serve as the chief source of information and to help any substitute teacher assigned in the absence of the regular teacher.

18. Maintain the same high level of ethical behavior and confidentiality of information about students as is expected of fully licensed teachers.
19. Participate and attend all in-service training programs.
20. Participate and attend all staff meetings.
21. Must be at assigned workstations at designated times
22. Experience or willingness to learn how to engage students in the learning process.
23. Ride the bus and helps bus driver monitor behaviors.

MINIMUM QUALIFICATIONS:

- High School Diploma or GED **AND** completed 2 years of study at an institution of higher education obtained an associate's (or higher) degree.
- **OR** have successful completion of Para-Educator Praxis Test -within the first 90 days of employment
- Previous work experience with native school students and teachers *preferred*.
- Possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Possess excellent interpersonal skills.
- Ability to safely lift a minimum of 40 pounds.
- Ability to work safely, independently and with good judgment.
- Ability to work in a fast-paced work/school environment, with complete mobility.
- Ability to interpret and apply rules and regulations.
- Ability to follow LIBC rules of conduct that will protect the interests and safety of all employees.
- Ability to work with Native American students, *preferred*.
- Ability to maintain confidentiality of school records and information.
- Ability to work as a team member in a small high-risk school.
- Ability to keep accurate and complete records for reporting purposes.
- Ability and willingness to upgrade skills to maintain the highest level of efficiency and high-quality work.
- Ability to multi-task in a fast pace working environment.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol-Free Workplace Policy.
- This position requires regular contact with or Control over Indian Children and is therefore subject to an extensive Criminal Background Check and CAMIS Check with Washington State Patrol and Federal Bureau of investigation Fingerprint Clearance.
- Have or willing to obtain first aid certificate and CPR certificate.
- Additional duties associated with safety protocols deemed by Lummi Indian Business Council, Lummi Public Health, Lummi Early Learning and the Education Department.
- Must be able to adhere to strict attendance expectations of the Lummi Nation School.

TERMS OF EMPLOYMENT:

- All elements of this job description apply.
- Academic School Year (12 Month Employee)
- Salary Depends on qualifications.
- 90 Day Probationary Evaluation Period Applies.

EVALUATION

- The performance of this job will be evaluated in accordance with the provisions of policy on Evaluation of Professional Personnel.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.