



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

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

VACANCY ANNOUNCEMENT

TITLE: Education Board Member

OPEN: February 6, 2026

EXEMPT: No

SALARY: \$150 Per Meeting / \$30 Per Task Hr.

SHIFT: Day

LOCATION: Varies

DURATION: Appointed by LIBC for
The Transition to Title 43

CLOSES: February 20, 2026

JOB CODE:

DIVISION: Education

DEPARTMENT: Education

SUPERVISOR: Chairperson of LNEB

VACANCIES: 2

VACANCY SUMMARY: The Lummi Nation Education Board (LNEB) shall be responsible for the creation and implementation of educational policy for the Lummi Nation. The creation and implementation of these policies shall reflect the goals and priorities of the LIBC, and the Lummi Nation Community Plan (**Resolution #2005-038**)

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

1. Select, hire, and evaluate the oversight of the Superintendent / Education Director.
2. The LNEB, LIBC, Human Resources, and General Manager shall be responsible for appointing, evaluating, and terminating the Superintendent / Education Director KS, and for negotiating his or her contract.
3. The LNEB shall create and monitor policies that ensure the recruitment and retention of Lummi Tribal Members.
4. Review and approve annual budget of the Education Division and its implementation.
5. Require and review regular reporting by the Office of Xwlemi Education regarding the condition, needs, and progress of education on the Lummi Reservation.
6. The LNEB shall monitor and evaluate the implementation of the Education Division policies, goals, objectives, and future approved plans.
7. The LNEB shall maintain open communication with the membership of Lummi Nation to assure their involvement with Lummi educational departments and policies.
8. Establish and formally approve a written Indigenous framework of education that will apply to all programs, departments, and services.
9. Actively promote and assist the coordination of other LIBC programs, departments, and services with the development, review, and approval of curriculum on education issues that meet the intended purposes and policies.
10. Establish and adopt Lummi Standards for Education and Lummi Cultural Orientation.
11. Adopt rules and policies recommended by the Education Director.

12. Approve appropriations, operating budgets, and audits for the office of Xwlemi Education.
13. Approve federal, state, and private funding and grants presented by the Office of Xwlemi Education.
14. Approve the organizational chart of the Education Division.
15. Actively promote local control of education under charters.
16. Establish advisory committees and subcommittees on education as it deems necessary.
17. Regularly consider the condition, needs, and progress of education on the reservation.
18. Approve research concerning Lummi Education and see that the IRB approves all research.
19. Report to LIBC annually.
20. Engage in long-range strategic planning for the future of formal education on and off the Lummi reservation.
21. Provide policy and financial oversight to all departments within the Office of Xwlemi Education.
22. Set certification standards for all Lummi educators.
23. Oversee compliance with all laws, regulations, compacts, and funding agreements.
24. Establish a five-year comprehensive education plan for the Lummi community and give annual updates to the Lummi Indian Business Council.
25. The LNEB shall maintain open communication with the membership of Lummi Nation to assure their involvement with Lummi educational departments and policies.
26. The LNEB shall not act, negotiate, or enter into any agreement in the name of, or on behalf of the Lummi Nation unless so authorized by the LIBC.

MINIMUM QUALIFICATIONS:

- Membership on LNEB shall be limited to enrolled members of the Lummi Nation.
- As of the date of their appointment, board members must have been living with Whatcom County for at least one year.
- High School Diploma/General Education Degree (Diploma must be submitted with application). *preferred*
- Possess a valid Washington State Driver's license and meet eligibility requirements for tribal insurance. *preferred*
- (Minimum Qualifications in education and work experience, must be measurable)
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES, AND SKILLS:

- Board members must live within Whatcom County at all times during service on the LNEB
- Must maintain strict confidentiality at all times.
- Must be willing to receive 40 hours of BIE board training.
- Apart from the LNEB Board members, may only serve on one additional board or Commission under the LIBC.
- Board members shall be in good financial and legal standing with the LIBC.
- No Board member shall be the director or employee (including contract employees) of a department or division under the LNEB
- Board members shall be committed to a Drug and Alcohol-free environment for Lummi Children.
- Recognize the role and importance of language, culture, and tradition in all aspects of Lummi Education.
- Must be willing to engage in education systems professional development and board training,

- All members must receive training for mandatory reporting.
- Board members shall be subject to the Drug Testing Policy as non- “Safety and Security Sensitive employees.”
- Board members shall pass a background check applicable to individuals who work with youth.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol tests to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol-Free Workplace Policy.
- Position requires an extensive Criminal Background Check.
- This position requires regular contact with or control over Indian children and is therefore subject to a successful and extensive criminal background check. CAMIS background check, with Washington State Patrol and Federal Bureau of Investigation Fingerprint Clearance.

TO APPLY:

For more information contact the HR front desk (360) 312-2023. Submit letter of interest, resume and proof of enrollment to the LIBC Human Resources office no later than 4:30 p. m. on the closing date listed above. This can be dropped off at Human Resources, 2665 Kwina Road, Bellingham, WA 98226, or Faxed to: 360-380-6991 or scanned and e-mailed to libchr@lummi-nsn.gov