



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'

JOB ANNOUNCEMENT

JOB TITLE: Xwlemi Education Board Member, At-large Positions A, B, C, D

OPEN: July 10, 2026

EXEMPT: No

SALARY: \$150 per meeting/\$30 per hour task

SHIFT: Day

LOCATION: Varies

DURATION: Appointed by LIBC

Initial Board 5-year term, 3-year terms thereafter

CLOSES: July 24, 2026

JOB CODE:

DIVISION: Xwlemi Education

DEPARTMENT: Xwlemi Education

SUPERVISOR: Appointed by/reports to LIBC

VACANCIES: 4

JOB SUMMARY: The Xwlemi Education Code, Title 43, established the Xwlemi Education Board (XEB) to administer the Office of Xwlemi Education (OXE) as a semi-autonomous entity. The Board provides leadership and oversight to fulfill the purpose and intent of Title 43- *Affirming our inherent right to self-determination, asserting and reclaiming Xwlemi place-based educational sovereignty and creating a semi-autonomous education system that enables the Lummi Nation to determine how we carry out our vision of education.*

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES – The Xwlemi Education Board's collective duties and responsibilities include the following, and other duties as assigned.

1. Provide governance, leadership, and oversight for the Office of Xwlemi Education (OXE) and fulfill Board duties and responsibilities as defined in Title 43 and associated laws and policies.
2. Develop and adhere to Xwlemi Education Board Charter, and By-laws as approved by LIBC.
3. Implement and enforce education policies, standards, and procedures that support educational sovereignty, academic excellence and cultural integrity.
4. Guide the transition of OXE into a semi-autonomous entity with independent governance, financial systems, and operations.
5. Develop and oversee Indigenous education frameworks, educator certification standards, and Lummi-specific educational standards.
6. Select, hire, evaluate and terminate the Superintendent of OXE.
7. Establish and implement short and long-term strategic plans, policies, and educational goals for the Office of Xwlemi Education.
8. Review and approve budgets, audits, budget appropriations, funding applications, grant awards and ensure sound grant and fiscal management practices.

9. Ensure compliance with tribal, state, federal, and funding agency requirements.
10. Collaborate with tribal leadership, departments, school districts, and community partners to advance educational initiatives.
11. Review educational outcomes, research proposals, program performance, and student achievement data.
12. Promote culturally responsive community engagement through public hearings, advisory committees, and outreach.
13. Recommend legislation and policy improvements to support the mission and future of Xwlemi education.
14. Monitor implementation of Board directives and require regular reporting on OXE progress, needs, and student outcomes, provide regular reports to LIBC and the community.
15. Advocate for accessible, high-quality, culturally grounded education for Lummi students on and off the reservation.

MINIMUM QUALIFICATIONS:

Per Title 43.03.01, the seven-member Xwlemi Education Board includes four (4) at-large members who meet the following criteria:

- Must apply through the LIBC application process.
- Must be an enrolled Lummi Nation tribal member residing in Whatcom County.
- One (1) must hold a Master's degree or above from an accredited higher education institution.
- Three (3) must be parents, guardians or grandparents of a child within the Lummi Education System.
- Mandated Reporter certification, or able to obtain within 30 days of appointment.
- Must pass extensive background check in accordance with Title 43.03.08.
- Must possess a valid Washington State Driver's license and eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Strong written and oral communication skills and ability to work as a team player.
- Knowledge of tribal governance, sovereignty, inherent rights, treaty rights, Lummi Nation's Constitution, Codes, Policies and decision-making processes.
- Knowledge of Title 43, Lummi Nation's Education system and ability to communicate its intent with the community.
- Ability to develop an Indigenous Framework for education and strategic plan aligned with LIBC's mission, 'To preserve, protect and promote our *Sche'lang'en*.'
- Ability to advocate for the educational needs of Lummi children and families.
- Ability to develop, get approval for and ensure compliance with education system policies, procedures and XEB Charter & By-laws.
- Knowledge of the Lummi Nation Children's Code and ability to meet mandatory reporter requirements.
- Ability to fulfill Title 28 and 43 budget requirements and responsibilities.

- Ability to uphold ethics and conflict of interest policies, maintain strict confidentiality, and non-discrimination standards.
- Knowledge of the Lummi/Indian Preference Policy and ability to ensure XEB and OXE comply with the policy.

REQUIREMENTS:

- This position requires regular contact with or control over Indian children and is therefore subject to successful and extensive criminal background check, CAMIS background check.
- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment.

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.