



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

JOB ANNOUNCEMENT

JOB TITLE: Special Education Teacher

OPEN: August 12, 2026

EXEMPT: Yes

SALARY: Education Salary Scale

SHIFT: 8:00 a.m. to 4:30 p.m.

LOCATION: Lummi Nation School

DURATION: SY 26-27 12-Month Contract

CLOSES: Until Filled; 1st review 8/28/26

JOB CODE:

DIVISION: Education

DEPARTMENT: Lummi Nation School

SUPERVISOR: Special Education Director

VACANCIES:1

JOB SUMMARY: Special Education Teacher will provide special education students with learning activities and experiences designed to help them fulfill their potential for intellectual, emotional, physical, and social growth. The teacher/ case manager will assist in developing or modifying curricula and prepare lessons and other instructional materials to match student ability levels. The candidate will work in self-contained, team, departmental, or itinerant capacity as assigned. Assignments will also include management of assigned student IEP's under their case load.

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

1. Determine specific learning problems, skill deficiencies, or social adjustment difficulties of students and initiates remediation programs in these areas.
2. Provide student support in assignment completion.
3. Evaluate each student in terms of initial needs and progress toward IEP goals.
4. Prepare progress reports and contribute to evaluations, administer academic assessments as needed.
5. Maintain calendar of IEP and evaluation due date and notify team of upcoming timelines.
6. Assist students in understanding academic and social areas of their disabilities.
7. Provide opportunities for students to explore life and career goals.
8. Establish and maintain standards of individual student behavior.
9. Work closely with special education and general education teachers to help students maintain satisfactory classwork, and appropriate behavior.
10. Collaborate with teachers, paras, parents, related services providers, school nurse, and students to ensure all student needs are met and IEP services are provided as outlined in student IEP's.
11. Assist parents and students in understanding students' areas of disability and provide parents and students with information on disability.
12. Assist parents and staff in collecting required documents for student referrals for evaluations.
13. Participate in all grade-band, staff, and PLC meetings, attend all school-sponsored family nights, parent-teacher conferences, in-service and professional development programs sponsored by the Lummi Education Department.
14. Keep abreast of new developments in special education.
15. Assist in implementation school-wide adopted curriculum.
16. Document all contacts in NASIS.
17. Ensure all student accommodations and modifications are included in curriculum and daily instruction.
18. Attend all evaluation, IEP meetings, and department related meetings.
19. Prepare for and conduct IEP meetings.

20. Maintain student service logs.

MINIMUM QUALIFICATIONS:

- Bachelor's degree in education or higher.
- Valid Washington State Teaching Certificate for grades or willing to obtain in the first 90 days of employment.
- Valid Washington State Special Education Endorsement. or willing to obtain in the first 90 days of employment.
- Must 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:

- Experience and knowledge of implementation of successful behavior management plans.
- Ability and experience working with Native American Youth and/or diverse backgrounds.
- Previous experience in working with high needs students.
- Ability to maintain confidentiality of records and information.
- Ability to implement and support the general education classroom teachers in differentiating instruction based on student needs.
- Ability to work at a high level of independence.
- Ability to develop appropriate IEP's based on student individual needs.
- Ability to analyze data and identify appropriate IEP goals.
- Ability to work as part of a team.

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.
- Experience working within the Lummi Community with high-risk youth and families in supplying community support services/referrals; *preferred*
- Attend and complete training in First Aid, CPR and Mandatory reporting.
- Provide verification of employment from other districts/schools.
- Provide official grade transcripts.
- Legally eligible to work in the United States.
- Willing and 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 contracted Employee Certified Position)
- Salary depends on qualifications.
- 90 Day Probationary Evaluation Period Applies.

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.