

NESPELEM SCHOOL DISTRICT

Secondary Science Teacher



POSITION SUMMARY:	<p>NEA Union Certified Position Work Year: 144 Days / 8.75 Hrs per Day / 4-Days per Week plus applicable inservice, professional days, and professional responsibilities following the Nespelem School District academic and athletic calendar Salary Range: \$53,070 - \$100,028 Benefits: Medical, dental, vision, basic long-term disability, basic life and A&D insurance through the School Employees Benefits Board (SEBB). Retirement: Eligibility is based on FTE and is provided through the Washington State Department of Retirement Systems (DRS). Sick Leave: 12 days per year Personal Leave: 3 days per year</p>
SUPERVISOR:	Superintendent / Assistant Principal
GENERAL DESCRIPTION:	Nespelem School District is seeking a passionate and student-centered Secondary Science Teacher committed to creating engaging, culturally responsive, and rigorous learning experiences for students in grades 7–12. The ideal candidate believes all students can achieve at high levels and is committed to fostering curiosity, critical thinking, scientific inquiry, and strong relationships with students, families, and the community. The successful candidate will provide high-quality science instruction aligned to Washington State Learning Standards while creating a safe and inclusive classroom environment where students feel valued, supported, and empowered.
TIMELINE:	<p>Timeline: Position opens: May 28, 2026 First Screening: June 11, 2026 at 4:00pm Open until filled</p> <p style="text-align: center;">Nespelem School District is an Equal Opportunity Employer</p>
ESSENTIAL RESPONSIBILITIES:	<p>Instruction & Student Learning</p> <ul style="list-style-type: none"> • Teach secondary science courses as assigned, which may include life science, physical science, earth science, biology, environmental science, or integrated science; • Design and deliver engaging, standards-aligned instruction using inquiry-based and hands-on learning experiences; • Center instruction on high expectations for student achievement and student engagement; • Utilize scientific practices, academic discourse, and real-world applications to deepen student understanding; • Differentiate instruction to meet the diverse academic, cultural, behavioral, and social-emotional needs of students; • Use formative and summative assessment data to modify instruction and improve student learning outcomes; • Establish and maintain a safe, respectful, and positive classroom learning environment; • Integrate technology and instructional resources to enhance student learning; • Support student growth through intervention, enrichment, and individualized instructional strategies; • Prepare students for success on state assessments, graduation requirements, and postsecondary opportunities. • Collaboration & Professional Practice • Collaborate effectively with colleagues, families, tribal partners, and community members to support student success; • Participate in Professional Learning Communities (PLCs), staff meetings, professional development, and district initiatives; • Demonstrate reflective instructional practices and willingness to receive coaching and feedback; • Maintain accurate student records, attendance, grades, and required reports; • Communicate regularly and effectively with students and families regarding student progress; • Support district initiatives focused on student belonging, attendance, and engagement;

	<ul style="list-style-type: none"> • Foster culturally responsive and inclusive practices that honor the history, culture, and values of the Nespelem community and the Confederated Tribes of the Colville Reservation; • Direct the activities of assigned paraeducators or support staff when applicable; • Perform other duties as assigned by supervisor
QUALIFICATIONS:	QUALIFICATIONS: <ul style="list-style-type: none"> • Possess or qualify for immediate issuance of a valid Washington State Teaching Certificate with appropriate Science endorsement(s); • Demonstrated knowledge of Washington State Science Standards and NGSS instructional practices; • Ability to create engaging, student-centered learning environments; • Effective classroom management and relationship-building skills; • Ability to use assessment data to improve student learning; • Strong oral and written communication skills; • Ability to collaborate effectively with staff, students, families, and community; • Maintain a valid CPR/First Aid certification or ability to obtain; • Maintain high ethical standards and confidentiality regarding students and staff; • Ability to remain flexible and responsive in a dynamic educational environment. PREFERRED QUALIFICATIONS: <ul style="list-style-type: none"> • Secondary teaching experience preferred; • Experience working in rural schools and/or tribal communities; • Knowledge of PBIS and trauma-informed practices; • Experience integrating culturally responsive instructional practices; • Experience teaching laboratory-based science courses;
WORKING CONDITIONS & PHYSICAL REQUIREMENTS:	<p>The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. The usual and customary methods of performing the job's functions require the following physical demands:</p> <ul style="list-style-type: none"> • Mobility: While performing the duties of this job, the employee is regularly required to stand and walk for prolonged periods of time, push or pull 50 lbs., sit, kneel and crouch, twist and bend, use hands to type, finger, handle, or feel; and reach with hands and arm. • Sense: The employee is required to talk/hear conversations and other sounds. The employee must be able to communicate effectively in person and over the telephone. Specific vision abilities required by this job include close vision, far vision, color vision, peripheral vision, depth perception and the ability to adjust focus. • Lifting: The employee must be able to lift or move up to 25 lbs. regularly and occasionally up to 100 lbs.; must also be able to lift overhead. The employee may be required to physically move quickly in an emergency or while performing student supervision duties. • The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Physical Hazards: While performing the duties of this job, the employee must be able to work outdoors in a wide variety of temperatures; from -10 degrees F to 100 degrees F+. The employee may be exposed to wet and/or humid conditions. The noise level in this work environment is moderate.
TERMS OF EMPLOYMENT	<p>Employment contingent upon successful clearance of a Washington State Patrol, FBI fingerprint criminal history background check, and Sexual Misconduct background check. Position is continuing and begins during the school year. Familiarity and willingness to adhere to the new Washington State Evaluation System and District adopted instructional framework.</p>

PROCEDURE:

Application can be found at <http://www.nsdeagles.org>

Completed Application Consists of:

- Letter of Application
- District Application
- Resume
- Three Current Letters of Recommendation (within the last year)

Download, print, and send your application to:

Nespelem School District
PO Box 291
Nespelem, WA 99155

OR...Email to:

Linda Descoteaux, ldescoteaux@nsdeagles.org

Immigration Reform and Control Act Requirement: The recommended applicant, if not a current regular employee, will be required to complete an INS I-9 form and must provide proof of employment eligibility. Disclosure Statement and Record Check: Pursuant to Chapter 486, Washington Laws of 1987, the recommended applicant, if not a current regular employee, will be required to complete a disclosure form indicating whether he or she has been convicted of crimes against persons listed in the law. In addition, a background check, based on fingerprints, will be requested from the Washington State Patrol & FBI. Employment is conditional based upon completion of the record check. The Nespelem School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding compliance and/or grievance may be directed to the district's Title IX/RCW 28A.640 Officer and Civil Rights Coordinator and Section 504/ADA Coordinator.

**Nespelem School District, P.O. Box 291, Nespelem, WA 99155. (509) 634-4541.
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