HIGHLAND SCHOOL DISTRICT NO. 203

P.O. BOX 38 – 17000 SUMMITVIEW ROAD
COWICHE, WASHINGTON 98923
(509) 678-8630 FAX (509) 678-4177

Superintendent:
Mindy Schultz

School Board:
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November 18, 2026

LONG TERM SPECIAL EDUCATION TEACHER GRADES PRESCHOOL-5 (MWC) 1.00 FTE BEGINNING JANUARY 4, 2027-FEBRUARY 12, 2027

DESCRIPTION: Highland School District #203 has an opening for a long-term special education teacher to provide and coordinate services for eligible students in grades preschool through fifth grade in a collaborative team approach within the department and Marcus Whitman Elementary School. This position begins January 4, 2027 through February 12, 2027.

RESPONSIBILITIES

1. Development, coordination and implementation of program(s) for students to meet goals and objectives in ELA, Math, Behavior, Social/Emotional, and Adaptive skills as outlined in each student's Individualized Education Plan in collaboration with general education for inclusion.
2. Based on student programs provide a collaborative service model for students through a special education setting with opportunities to collaborate and plan with grade level teachers.
3. Manage and supervise the activities of para-professional(s).
4. Assess students with appropriate district-approved assessment tools to help determine eligibility and program planning needs.
5. Leads or assists in identifying and complying with teaching and learning and student accommodation requirements under Individual Education Plans (IEP).
6. Write and implement compliant individual education plans (IEP), and monitor student progress. Integrate district-approved and/or required technology into planning, learning progress reporting, and required record-keeping activities.
7. Development and implementation of behavior management plans for specific students.
8. Collaborate with and support the school building's Multi-Tiered System of Support (MTSS), Positive Intervention System (PBIS), and the District Special Education Team. Ability to work collaboratively with others to address the needs of students and develop effective teaching and learning practices.

QUALIFICATIONS: Applicants for the position must:

- Hold a valid Washington State teaching certificate with a Special Education endorsement, or in process of completion.
- Have teaching experience working with elementary-aged students in a setting (preferred),
- Collaborative communication skills, which would facilitate working with children, parents and school staff in the development and maintenance of this program in a multicultural setting,
- Knowledge and skill in culturally responsive teaching and learning,
- Skill in classroom management and the ability to achieve, support, and maintain acceptable student behavior,
- Physical ability and health to assist in two-person lift of students as needed,
- Demonstrated computer literacy, and
- Bilingual/biliterate (English/Spanish) skills preferred.

SALARY: 2026-27 Teacher sub pay: $200/day, $100 half-day, $26.66/hour for partial days.
Long-term subs w/ 20 consecutive days teaching get bumped to appropriate equivalent pay on official scale but they can't miss a day within those 20 days for any reason. Missing a day resets the day count to zero. Increase in pay does not pertain to Emergency certificated subs as they don't meet the requirements. Annual Salary (if applicable): $61,418-$116,920 commensurate with education and experience on the district salary schedule.

Healthcare Benefits (SEBB): (All employees who work 630 hours per school year are eligible)

- Insurance: Medical, Dental, Vision, Basic Life, Accidental Death & Dismemberment, Long-Term Disability
- L & I: Self-insured plan to cover employees for injuries/accidents incurred on the job

Additional Benefits: None

CLOSING DATE: Closes December 9th, interviews will be December 14th or 15th.

QUALIFIED CANDIDATES: Information and application are available on the district website: www.highland.wednet.edu or FastTrack: https://bit.ly/4zaA3T9 or by calling the District Office at (509) 678-8631.

Employment will be contingent on signing of the Washington State Sexual Misconduct Disclosure Release as well as successful completion of the WSP and FBI fingerprint screening required under 28A.400 RCW, if applicable.

Non-Discrimination Statement

The Highland School District complies with all federal and state rules and regulations and does not discriminate on the basis of any protected class as defined by law. The Highland School District complies with all federal and state rules and regulations and does not discriminate on the basis of any protected class as defined by law. This holds true for all district employment and opportunities. Highland School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age (40 or older), marital status, honorably discharged veteran or military status, sexual orientation, gender expression or identity, non-job related sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability, or any other legally protected status, condition or characteristic, except where a bona fide qualification disqualifies an individual, and provides equal access to the Boy Scouts and other designated youth groups. This holds true for all students who are interested in participating in educational and/or extracurricular school activities as well. The following employees have been designated to handle questions and complaints of alleged discrimination: Title IX Coordinator and Compliance Coordinator (RCW 28A.640/28A.642): Brandon Jensen, Tieton Elementary School Principal, 711 Franklin Rd, Tieton, WA 98947, telephone 509-678-8900, e-mail- bjensen@highland.wednet.edu. Section 504/ADA coordinator: Courtney Sund, Director of Special Education, SEL and Inclusionary Practices, 17000 Summitview Rd, Cowiche, WA 98923, telephone 509-678-8772, e-mail- csund@highland.wednet.edu. Harassment, Intimidation, Bullying (HIB) Coordinator: Don Strother, Highland Middle School Principal, 17000 Summitview Rd, Cowiche, WA 98923, telephone 509-678-8870, email- dstrother@highland.wednet.edu. The Highland School District will also take steps to assure that national origin persons who lack English language skills can participate in all education programs, services and activities. For information regarding translation services or transitional bilingual education programs, contact Kirsten Lenz, Highland School District Language Liaison.