



**SCHOOL
DISTRICT**

Preparing children for an ever changing world

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www.nknsd.org

VACANCY ANNOUNCEMENT

January 28, 2026

POSITION: **2026/27 Special Education Teacher**

LOCATION: Neah-Kah-Nie High School, Depending on District need

DURATION: Full-time, 191 days per year

TO APPLY AND/OR QUESTIONS CONTACT:

Karen Wheeler, Administrative Assistant/HR Coordinator

karenw@nknsd.org

503-355-3506

SALARY RANGE: \$49,948 to \$99,894

DESIRED START DATE: As per the 2026-27 Board Approved Calendar

APPLICATION TIMELINE: Open Until Filled

APPLICATION REQUIREMENTS: Submit application to [SchoolSpring](#). Apply to position #607. Only complete applications will be considered. A complete application must consist of the following: TalentEd application, cover letter, three letters of recommendation, transcripts and teaching license.

QUALIFICATIONS: See attached job description. Must have or be eligible for appropriate TSPC licensure. Must be able to pass the Oregon Department of Education Criminal History Background check and pre-employment drug screen. Bilingual candidates encouraged to apply.

BENEFITS:

Medical, Dental and Vision Insurance (see insurance cap information in the table below), Retirement Plan, three personal leave days per year, one day of sick leave earned each month, family sick leave, eight paid holidays, life insurance, HRA VEBA for any amount of unused insurance cap dollars. Other employee benefits outlined in the Licensed Bargained Agreement can be found by clicking [here](#).

Insurance Maximum Contributions				
	Full Family	Employee/Spouse	Employee/Child	Employee Only
2025/26	\$ 2,510.00	\$ 1,758.00	\$ 1,543.00	\$ 804.00
2026/27		TBD pending contract negotiations		

For additional district information and to apply visit our website at: www.nknsd.org

Neah-Kah-Nie School District is an equal opportunity educator and employer. The district does not discriminate in employment, treatment in, admissions to, or access to its programs, activities, and services on the basis of race, color, age, sex, national origin, handicap, or otherwise as proscribed by applicable state and federal laws and regulations.

The District, in support of employment practices free of barriers to disabled persons and in compliance with the Americans with Disabilities Act of 1990, provides reasonable accommodations necessary upon request and appropriate notice. For further information or assistance, contact the District Administration Office at (503) 355-2222. Speech/hearing impaired persons may reach the District through the Oregon Telecommunications Relay Service by dialing 1-800-735-2900.

NEAH-KAH-NIE SCHOOL DISTRICT
Job Description

TITLE: **Special Education Teacher, 2026-27**

REPORTS TO: Principal

EVALUATED BY: Principal

FLSA STATUS: Exempt, Full time

Work Location: Work location based on district need, may include high school assignment.

JOB SUMMARY: Special Education Teacher serving students across all areas of disability, skilled in developing and implementing compliant IEPs and using evidence-based instructional and behavioral practices. Collaborates effectively with general education teachers and teams to support inclusive learning environments while adhering to federal, state, and district policies. Committed to fostering positive relationships and a strong sense of belonging that promotes student growth and independence.

ESSENTIAL FUNCTIONS / PERFORMANCE RESPONSIBILITIES include the following. Other duties may be assigned.

1. Strong skill and commitment to fostering and maintaining meaningful, positive connections with students that promote engagement, confidence, and student achievement.
2. Provide evidence-based special education instruction to individual students and small groups across inclusive service delivery models and special education settings.
3. Promote inclusive school practices that support student belonging, participation, and peer relationships.
4. Evaluate students using formal and informal assessment tools and develop individualized instructional plans aligned with students' Individualized Education Plans (IEPs).
5. Deliver appropriate instruction across academic, behavioral, social-emotional and functional domains while addressing individualized learning needs.
6. Collaborate and consult with general education teachers to design and implement inclusive instruction that supports student access, participation and belonging.
7. Ensure compliance with all IDEA, provisions of FAPE, federal, state and district policies, procedures and practices.
8. Prepare and maintain accurate, timely, and complete records related to special education processes, including referrals, evaluations, eligibility, IEPs, and progress reports evidencing student growth.
9. Provide training, instruction, and support to Instructional Assistants regarding the academic, behavioral, and functional needs of the students with disabilities.
10. In collaboration with the team, develop and implement positive behavior supports, functional behavior assessments (FBA), within inclusive and special education settings.
11. Casemanage and serve students receiving special education services by implementing IEPs that address academic, behavioral, social-emotional, functional and medical needs in accordance with federal, state and district policies and procedures.
12. Maintain professional confidentiality concerning individual student information and achievement to include student records, medical information and educational data.
13. Communicate regularly with parents/guardians regarding student academic, behavioral and functional progress as outlined in school and district policies and practices while maintaining communication records.

14. Develop and maintain data systems based on individual needs of students, attend and participate in school-based data teams.
15. Develop positive and professional working relationships with students, families, staff, administrators and community partners.
16. Take all reasonable precautions to maintain safe, secure, respectful and inclusive learning environments for all students.
17. Facilitate and lead special education and parent meetings, and individual and small group training.
18. Participate and maintain professional competence through inservice education activities provided by the District, region and/or self-selected professional growth activities.
19. Participate in various meetings (e.g. staff, team, parent conferences, inservice training, etc.) for the purpose of receiving and/or providing information or sharing expertise.
20. Perform other duties as assigned by the Board or administration.
21. Maintain a high level of professional integrity by adhering to the Teacher Standards and Practices requirement for an Ethical Educator, (as written in the Staff Handbook) as well as Board Policy and State Law.
22. Maintain satisfactory attendance as defined in district policy and regulations.

SUPERVISORY RESPONSIBILITIES:

1. Trains, monitors and assigns work to instructional assistants

MARGINAL DUTIES and RESPONSIBILITIES include the following. Other duties may be assigned.

1. Use of technology
2. Moves classroom furniture and organizes classroom
3. Coordinates and/or supervises at special events and/or field trips

MINIMUM QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Hold a valid TSPC issued Oregon Teaching license with a Special Education Degree or Handicapped Learner or other appropriate endorsements or the ability to obtain by August 2026.
2. Prior successful teaching experience in special education.
3. Knowledge of special education instructional practices and service delivery models including consultation and collaborative instructional planning.
4. Demonstrated understanding of IDEA, federal, state compliance.
5. Knowledge of child growth and development (i.e. behavioral, social, cognitive, functional) at each level of instruction.
6. Knowledge of effective behavior management practices, including positive behavior supports, functional behavior assessments, collaborative problem solving and restorative practices.
7. Excellent interpersonal skills with the ability to establish and maintain positive and supportive learning environments.
8. Ability to respond verbally and in writing to common inquiries or complaints from students, parents, regulatory agencies or members of the community.
9. Ability to read, analyze and interpret general business periodicals, professional journals, technical procedures, governmental regulations and legal documents.
10. Ability to write reports, business correspondence and procedure manuals.
11. General knowledge of computer usage and ability to use database software, e-mail, internet software, spreadsheets and word processing software.
12. Criminal Justice Fingerprint clearance.

PHYSICAL DEMANDS:

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 accommodations may be made to enable individuals with disabilities to perform the essential functions.

Significant physical abilities include lifting/carrying, reaching/handling, talking/hearing conversations, near/far visual acuity/depth perception/accommodation/field of vision.

NOTE: This is not necessarily an exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions or working conditions associated with the job. This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify or delete any aspect of this job (or the position itself) at any time as it deems advisable.

I have read and understand the responsibilities and qualifications of this job description.

Employee Signature

Date