

**January 27, 2026
CERTIFICATED VACANCY
2025/2026 School Year**

**Spanish Language Immersion Teacher (Gr. 3/4)
Midway Elementary School
Monday - Friday
8:00AM - 3:30PM**

JOB SUMMARY:

Meet the advanced academic and social/emotional needs of students while creating a Spanish-language immersion (Spanish/English) classroom environment that ensures the learning and personal growth of every student. Approximately fifty percent of the students will be multilingual students and fifty percent will be native English speakers. This Dual Language Immersion classroom will follow an 80/20 model, with 80% of instructional time spent in Spanish and 20% in English.

ESSENTIAL FUNCTIONS:

- Create a Spanish immersion classroom environment that ensures learning and personal growth of every student; establishing effective rapport with students.
- Instruct students in a program of study which meets stated objectives and prepares students to master grade-level standards.
- Instruct students using strategies conducive to dual-language immersion, such as sheltered instruction, cooperative learning, and discovery learning.
- Utilize multiethnic curricular material and integrate students' cultural values into the classroom.
- Celebrate and encourage the use of all home language varieties.
- Utilize a variety of techniques to invite students to think critically and engage in learning activities that promote social justice.
- Provides individualized and small group instruction in order to adapt the curriculum to the needs of each student and subgroups of students.
- Converts lesson plans into learning experiences and uses the available time for instruction and to actively engage students.
- Communicates regularly with parents or guardians through conferences and other means to discuss student progress.
- Administers required assessments, including standardized testing in accordance with district and program testing practices.
- Establish and communicate clear objectives for all learning activities.
- Observe and evaluate student's performance and development and provide appropriate feedback on work utilizing methods such as assigning and grading classwork, homework, tests, and assignments.
- Provide opportunities for students to self-reflect and track progress toward learning goals.
- Maintain accurate and complete records of students' progress and development.
- Update all necessary records accurately and completely as required by laws, district policies, and school regulations.

- Provide a safe, positive, and effective environment that reflects and facilitates learning.
- Manage student behavior in the classroom by establishing and enforcing rules and procedures in accordance with the policies and procedures of the school building and the district.
- Models nondiscriminatory practices in all activities. Creates a classroom environment that is equitable, culturally relevant, and accepting of all student and demonstrate awareness of the diverse needs of students.
- Motivate students to develop skills, attitudes, and knowledge needed to provide a good foundation for becoming a responsible citizen in accordance with each pupil's ability.
- Work as an effective member of the grade level/course team to evaluate and improve student learning.
- Establish strong relationships with parents, staff, and the school community.
- Communicate effectively with a variety of audiences including communicating student progress in a timely and professional manner.
- Self-reflect and evaluate the effectiveness of instructional performance to identify areas of strengths and weaknesses and adjust accordingly to reach maximum effectiveness.

QUALIFICATIONS:

- Washington State teaching certificate with elementary endorsement and ELD and /or Bilingual endorsement required, or ability to obtain said Washington State teaching certificate and endorsements.
- Bilingual/Bi-literate Must pass district assessment in Spanish/English.

ESSENTIAL CRITERIA:

- Must possess native language proficiency in Spanish in Listening, Reading, Writing, and Speaking.
- Familiarity with second language acquisition pedagogy, cultural competency, and WIDA standards.
- Ability to challenge students academically, to promote the highest level of learning.
- Comprehensive content knowledge as it relates to state standards.
- Demonstrates knowledge and experience in various forms of assessment including student self-assessment, formative assessment, portfolios, and anecdotal records.
- Ability to develop and maintain positive rapport and relationships with students and families
- Ability to make data-driven instructional decisions.
- Exhibits the ability to build a positive learning environment including modeling respect and honoring the dignity of all students, staff, and parents.
- Possesses effective classroom management procedures that provide for large and small groups, and individuals in an environment conducive to learning.
- Ability to communicate effectively with a variety of audiences in both English and Spanish.
- Ability to work collaboratively with a team, contributing in a positive way.
- Exhibits a commitment to ongoing professional learning including demonstrating the ability to develop professionally in areas of the school and district focus.
- Demonstrates knowledge and application of current technology with a multimedia approach to instruction and management of instruction.

APPLICATION:

Mead School District Certificated Employees, on a continuing contract of .3 or greater, interested in this position need to apply for this position via the application system, Talent Ed Recruit & Hire at www.mead354.org/employment by accessing the

internal postings via the Internal link on the upper right-hand corner of the page. You will need to log in using your district email to see internal postings. Please complete the required information on the internal application, including uploading a letter of interest and current resume to your profile, on or before **11:59 PM, February 3, 2026**.

All other applicants interested in this position must apply for this posting through a link to our online applicant system found on the website at www.mead354.org. Upload the required documents to your application. Below is a list of required materials. If you have questions regarding this process, you may contact Shelli Nemec at the District Administration Building or email shelli.nemec@mead354.org. The application, along with all required documents must be completed on or before **11:59 PM, February 3, 2026**. Incomplete applications will not be considered.

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.*

A person working in this position will exert 35 to 50 pounds of force occasionally, and/or 25 to 50 pounds of force frequently, and/or up-to 10 pounds of force constantly while carrying, pushing, and/or pulling to move objects. The employee must occasionally lift and/or move up to 50 pounds. While performing the duties of this job, the employee is frequently required to stand; walk; sit; some stooping, kneeling, and/or crouching; and significant fine finger dexterity. The employee may also be required to work at elevated heights and climb ladders. The job is performed under conditions with exposure to risk of injury and/or ordinary infectious diseases carried by students.

TERMS OF EMPLOYMENT and Salary:

As outlined by and in accordance with the collective bargaining agreement (CBA) of Mead Education Association (MEA) and Policies and Procedures of Mead School District. CBAs and Salary Schedules can be reviewed from the Human Resources page of the Mead School District website at https://www.mead354.org/apps/pages/Human_Resources/. Mead policies and Procedures can be accessed online at https://www.mead354.org/apps/pages/Board_Policies/

The salary range for teachers in the Mead School District is between \$59,323.50 and \$120,245.42 per school year. Placement is defined within the Collective Bargaining Agreement (CBA) and is generally based upon a combination of Education and Experience. Other forms of compensation may be available to the hired applicant in addition to their established salary range or wage scale as defined within the current collective bargaining agreement (CBA).

Each employee shall accumulate twelve (12) days of sick leave per year. An employee employed less than a full term shall be entitled to a proportionate part of the sick leave allowance Each employee shall earn five (5) annual leave days per year. Employees less than 1.0 FTE will receive a prorated share of annual leave based on their percentage of FTE.

Employees anticipated to work more than 630 hours per year will be eligible for Benefits through the School Employees Benefits Board (SEBB) Standard benefits include Medical, Dental, Vision, Life Insurance, and Long-Term Disability. Positions anticipated to work 70 hours or more per month for at least 5 months over the school year are eligible for Retirement through the State Department of Retirement Services.

Verification of identity and United States work authorization must be completed before employment commences. The successful candidate for this position must be fingerprinted. Employment is contingent upon clearance by the Washington State Patrol and the Federal Bureau of Investigation.

Mead School District #354 is an equal opportunity employer and does not discriminate against otherwise qualified applicants 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 of America and other designated youth groups. Inquiries regarding compliance procedures may be directed to the District's Title IX/RCW 28A.640 Officer, Section 504 Coordinator, Josh Westermann, josh.westermann@mead354.org, and/or Affirmative Action officer, Keri Hutchins, keri.hutchins@mead354.org, (509) 465-6000 or via mail to 2323 E. Farwell Rd., Mead, WA, 99021. Persons who may need some accommodation in the hiring process should contact the Human Resources Office at (509) 465-6010.
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