



# TO'HAJIILEE COMMUNITY SCHOOL BOARD OF EDUCATION, INC.

(A non-profit government contractor)

P.O. Box 3468 | To'Hajiilee, NM 87026 | (505) 908-2145 | [www.tohajiileeschool.com](http://www.tohajiileeschool.com)

## VACANCY ANNOUNCEMENT OPEN CONTINUOUS

POSITION TITLE: Speech Pathologist  
ALL CORE SUBJECTS

TCSB-2223-028  
Announcement No.

SALARY RANGE: \$32,156 – \$50,458 PER SCHOOL YEAR  
(Based on Education, Experience and NM License Level)

OPEN CONTINUOUS  
Opening Date

FLSA STATUS: Exempt SCHOOL YEAR CONTRACT

OPEN CONTINUOUS  
Closing Date

### EQUAL OPPORTUNITY EMPLOYER

Within the scope of Indian Preference, all candidates will receive consideration without regard to race, color, sex, religion, national origin, or other non-merit factors.

### NAVAJO/INDIAN PREFERENCE POLICY

In filling vacancies, the school shall give preference to qualified enrolled members of the Navajo Tribe in accordance with the provisions of the Navajo Sovereignty in Education Act of 2005. Verification of Navajo/Indian preference must be submitted with the application if claiming Navajo/Indian Preference.

### THE EMPLOYMENT IS SUBJECT TO BACKGROUND INVESTIGATION CLEARANCE PROCEDURES.

Section 231 of the Crime Control Act of 1990, Public Law 101-647 (codified in 42 United States Code § 13041), and Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630 (codified in 25 United States Code § 3207) requires a criminal history records check as a condition of employment for positions that involve regular contact with or control over Indian children. This statement is notice that a national criminal record check will be conducted as a condition of employment. A favorable screening and a favorable background investigation is a condition of employment.

### PERFORMANCE EXPECTATIONS

In performance of their respective tasks and duties all employees of To'Hajiilee Community School are expected to conform to the following:

- Uphold all principles of confidentiality to the fullest extent.
- Must maintain New Mexico State Certification and ASHA certification or equivalent
- Adhere to all professional and ethical behavior standards
- Interact in an honest, trustworthy, and dependable manner with staff, students, parents, employees, community members and vendors.
- Possess cultural awareness and sensitivity
- Maintain a current insurable driver's license
- The Speech Pathologist will work in a school setting which provides special education services to Students with Special Needs as mandated by Federal Law. Incumbent will provide experience in investigating and studying the underlying causes, participating factors, symptomatic behavior and the emotional and practical effect upon persons in a particular impaired speech pattern or communicative disorder. Implementation of these services will involve complete speech and language evaluation and written reports.
- This position will function in a school setting which provides special education services to identified students. The Speech Pathologist will prescribe, plan, and administer remedial programs; give training and supervision to other education personnel; and provide support services to families.



# TO'HAJIILEE COMMUNITY SCHOOL BOARD OF EDUCATION, INC.

(A non-profit government contractor)

P.O. Box 3468 | To'Hajiilee, NM 87026 | (505) 908-2145 | [www.tohajiileeschool.com](http://www.tohajiileeschool.com)

## STATEMENT OF DUTIES:

Under the general supervision of the Chief School Administrator, the incumbent of this position provides academic support, behavioral support, and refers therapeutic needs for the students of To'Hajiilee Community School through individual, group, and recreational therapies in a school setting. The students assigned will be from the secondary grades.

## MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

- Bachelor's degree and successfully completed 24 undergraduate hours in the field of communicative disorders.
- Master's Degree which includes 18 semester hours in the field of Speech Pathology with approved clinical practice and ASHA certification or equivalent.
- Master's Degree in Speech Pathology and ASHA certification or equivalent.
- Two (2) year experience as a Speech Pathologist is required
- A two-year graduate program, which includes a minimum of 18 semester hours in the field of Speech Pathology with approved clinical practice is qualifying. Emergency and provisional certificates may be accepted under the conditions they are issued by the State certification authority. State certification as Speech Therapist, Speech Pathologist or Language Therapist will be acceptable if basic qualifications for the level are met.
- A record of satisfactory performance in all prior and current employment as evidenced by positive employment references from previous and current employment.
- A valid New Mexico Driver's License
- Must successfully pass the Background and Character Investigation in compliance with the Indian Child Protection and Family Violence Prevention Act, Public Law 101.630
- Bilingual skills in English and the Navajo Language (Navajo Language preferred but not required)

## PHYSICAL REQUIREMENTS:

Good distant vision in one eye and ability to read without strain printed material the size of typewritten characters are required, glasses permitted. Ability to hear the conversational voice with or without a hearing aid is required. In most instances, an amputation of arm, hand, leg, or foot will not disqualify an applicant for appointment, although it may be necessary that this condition be compensated by use of satisfactory prosthesis. In addition, applicant must have mental and emotional stability.

## APPLICATION REQUIREMENTS

Applications and all other documents must be received by the closing date of this announcement unless specified as open until filled. Applicant qualifications will be evaluated solely on the information submitted by them in their applications. Failure to provide supporting documentation may result in your application being returned to you, or receipt of a lower or ineligible rating. All applications or resumes must have original signature. Applications become part of official record and will not be duplicated or returned. Qualifications and Navajo/Indian preference eligibility will be determined on the basis of information submitted.

## OTHER REQUIREMENTS/SPECIAL REFERENCE:

- You must be a U.S. citizen to qualify for this position.
- The incumbent is required to drive a motor vehicle to conduct business at field locations.
- A valid State Driver's License is required.
- Effective communication skills, both verbal and written
- Flexibility, organization, decision-making and problem solving skills
- Interpersonal skills with diverse populations in-person and on the telephone
- Ability to meet deadlines, work on multiple projects and coordinate to work with others
- Knowledge in areas of expertise to best serve students in an educational setting



# TO'HAJIILEE COMMUNITY SCHOOL BOARD OF EDUCATION, INC.

*(A non-profit government contractor)*

P.O. Box 3468 | To'Hajiilee, NM 87026 | (505) 908-2145 | [www.tohajiileeschool.com](http://www.tohajiileeschool.com)

---

- Ability to manage caseload and paperwork efficiently and effectively
- Ability to maintain skill knowledge in the areas of speech and language assessments.
- All applicants must submit an Individual Driver History Report upon hire.
- Housing is **NOT** available.
- Relocation Expenses **WILL NOT** be paid.

**HOW TO APPLY:** Submit the following documents:

1. Employment Application (Download from the website)
2. Background Investigative Questionnaire for a Child Care Position Application (Download from website)
3. Copy of New Mexico (OR Reciprocating State License) Counseling Licensure(s)
4. Current Resume
5. Unofficial College Transcripts (An official transcript will be required upon hire)
6. BIE Form 4432 (if claiming Navajo/Indian preference in employment)
7. Copy of valid Driver's License
8. Copy of Individual Motor Vehicle Driving Report

**ALL OF THE ABOVE MUST BE INCLUDED WITH APPLICATION IN ORDER TO BE CONSIDERED.**