



All American Indian children deserve a quality education. That starts with employees who inspire students to reach their full potential. The Bureau of Indian Education (BIE) is seeking highly qualified educators who are passionate about making a difference and are dedicated to inspiring the next generation of American Indian students.

Community. Culture. Education.

Working with 64 tribal communities across the country, the BIE offers employees a professionally- and culturally- rewarding experience of a lifetime. Teaching with the BIE means working in America's many diverse tribal communities where they can learn about our rich American cultures, while living and working in a spectacular natural setting.

The BIE is looking for candidates passionate about giving American Indian children high quality, culturally-appropriate education opportunities. The BIE is currently hiring for both classroom-based and administrative positions.

A map of the United States divided into regions, with the number of states in each region indicated by a brown number. The regions and their state counts are: West (8), North (3), Central (11), South (4), Northeast (3), Midwest (2), South-Central (1), West-Central (2), North-Central (22), and South-East (1). The total number of states is 54.

In addition to being eligible for loan forgiveness programs, BIE employees enjoy a competitive benefits package to compliment contract and salary pay, including:

- Anthony Scheler**, Education Recruitment Specialist at Anthony.Scheler@bie.edu or 505-563-5254 or **Shannon Freeman**, Education Recruitment Specialist at Shannon.Freeman@bie.edu or 405-247-6670.

Bureau of Indian Education 1849 C Street NW, Washington, D.C., 20240 | www.bie.edu |



Inspire the Next Generation.

Bureau of Indian Education Employment Benefits

The Bureau of Indian Education wants its teachers and staff to build a secure future as they work to improve the lives of Native American students. Benefits at tribally operated schools vary by tribe, but those who work at federally operated BIE schools can access some of the highest starting salaries in the country and receive employee benefits—including loan forgiveness for teachers, health insurance, and a retirement pension—that are hard to beat. The more experience and education a teacher brings with them, the more they can earn.

Salary

For the 2019-2020 school year, salaries for teachers with no prior experience start at \$45,450, \$49,890, and \$54,330 depending on education level (i.e., Bachelor's, Master's or Doctorate degree). Experienced teachers coming in can make more. And each year, teachers' salaries increase as they gain experience and advance their own education.

BIE teachers earn some of the highest starting salaries in the country

Benefits

- **Loan Forgiveness:** All BIE employees who serve five consecutive years at a BIE school maybe potentially eligible for forgiveness up to \$17,500. The Public Service Loan Forgiveness Program forgives the remaining balance on loans after borrowers have made 120 monthly payments.
- **Health Insurance:** BIE employees at federally-operated schools enjoy a competitive benefits package, including medical, vision, and dental insurance. They also have the option to participate in Health Savings Accounts and Flexible Spending Accounts which can add flexibility and tax savings to their health care spending. The BIE also offers Long-Term Care Insurance to help pay for costs of care for medical care that is not generally covered by health insurance, Medicare or Medicaid.
- **Retirement:** Teachers at BIE-operated schools receive retirement benefits through the Federal Employees Retirement System. This benefit includes a basic pension, a Roth or traditional Thrift Savings Plan, and Social Security income.
- **Time off:** Teachers receive a generous amount of sick and personal leave each year.
- **Professional Development:** We help teachers hone their skills in the classroom and broaden their impact on students with professional development opportunities throughout the school year. In partnership with the National Board for Professional Teaching Standards, the BIE provides free professional development, support, mentoring and financial incentives to pursue National Board Certification.
- **Paid National Board Certification Training.** The BIE will pay for National Board Certification training for teachers with three years of experience who are interested in pursuing it and will award financial bonuses and salary increases to individuals who get their certification.

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Secure your own future while preparing the next generation to inherit theirs.

The Bureau of Indian Education is an equal opportunity employer. All candidates will receive consideration without regard to race, color, sex, religion, sexual orientation, national origin, or other non-merit factors.



Inspire the Next Generation.

Educate and Inspire

The BIE is looking for candidates passionate about giving American Indian children high quality, culturally-appropriate education opportunities. The BIE is currently hiring for both classroom-based and administrative positions.

Join one of the BIE's 183 schools located across 23 states and provide a high quality education to American Indian students.



Generous Benefits

In addition to being eligible for loan forgiveness programs, BIE employees enjoy a competitive benefits package to compliment contract and salary pay, including:

- Medical, dental, and vision insurance.
- Retirement savings and tax benefits through a Roth or Traditional Thrift Savings Plan.
- Health and Flexible Spending Accounts to flexibility and discretion over healthcare spending.
- Vacation, sick, and personal leave
- Long-Term Care Insurance to help pay for costs of care when you need help.

Professional Development

The BIE believes in the long-term growth and support of its team members—whether they are based in the classroom, Education Resource Centers, or in our central office. In partnership with the National Board for Professional Teaching Standards, the BIE provides free professional development, support, mentoring and financial incentives to pursue National Board Certification. We help teachers hone their skills in the classroom and broaden their impact on students with professional development opportunities throughout the school year.

BIE Quick Facts

- BIE is a federal agency located within the U.S. Department of the Interior.
- BIE supports education programs and residential facilities at 183 elementary and secondary schools and dormitories across 23 states—operating 54 schools and dormitories directly; and the remainder operated by 64 tribes through grants and contracts with the BIE.
- BIE-funded schools serve approximately 48,000 K-12 American Indian students and residential boarders.
- Approximately 3,800 teachers, professional staff, principals, and school administrators work within the 53 BIE-operated schools.
- BIE oversees two post-secondary schools: Haskell Indian Nations University and Southwestern Indian Polytechnic Institute.

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