



**SAFETY SENSITIVE POSITION**

**Muscogee (Creek) Nation  
Human Resource Management Services**

Employee Requisition

PO BOX 580  
OKMULGEE, OK 74447  
Telephone (918) 732-7827  
Toll-Free (800) 482-1979  
Fax (918) 756-2284

Submitted Date 09/19/2023	Employee Requisition Number <b>ER-23557</b>	<b>JOB OPPORTUNITY</b>	
Title/Position: <b>TEACHER</b>			
Pay Grade SG 9	Salary Range \$28,308-36,940	Classification Full Time	
Department: CHILD CARE	Location: Holdenville	Location Code: 98	FT/PT 1-Full Time

**COMPLETED EMPLOYMENT APPLICATION IS REQUIRED.  
MUSCOGEE (CREEK) AND INDIAN PREFERENCE.**

General Summary:	Under the supervision of the Child Development Center Supervisor and/or Master Teacher, the Child Development Center Teacher shall assist in the coordination of all day to day activities and operations to ensure optimal provision of instruction and care for children who attend the centers. Shall perform all teachers related functions necessary to ensure the smooth operation of the center.
Principal Duties and Responsibilities:	<ol style="list-style-type: none"> <li>1. Shall be responsible for the preparation and submission of daily lesson plans for the center.</li> <li>2. Shall instruct children in activities designed to promote social, physical, cultural and intellectual growth needed for children at the center.</li> <li>3. Shall plan individual and group activities to stimulate growth in language, social and motor skills.</li> <li>4. Shall assess children's performance in all content areas (social, emotional physical, intellectual, motor skills)</li> <li>5. Shall plan formal parent/teacher conferences twice a year and if needed more frequently.</li> <li>6. Shall work with parents of Special Needs children to get referred if needed and be able to assist with getting information needed.</li> <li>7. Shall complete and submit all necessary information and reports to the immediate supervisor in a timely manner.</li> <li>8. Serve meals and snacks to the children and eat family style with children in the classroom.</li> <li>9. Under the direction of the Supervisor, shall confer with parents and all interested parties regarding the center activities, policies and enrollment procedures. Shall answer routine inquiries, complaints and suggestions, regarding the program and center itself.</li> <li>10. May work rotating shifts: (6:30 a.m. - 3:30 p.m.), (9:30 a.m. - 6:30 p.m.)</li> <li>11. Attend evening and weekend trainings as needed to keep professional development hours required by DHS.</li> <li>12. Must be able to lift 50 lbs., stoop and get up and down from the floor.</li> <li>13. Take responsibility for supervision of the children.</li> <li>14. Responsible for diaper changing and potty training.</li> </ol>



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	15. Clean and sanitize rooms and the restrooms daily. 16. Safely operate a tribal vehicle and complies with regulations governing vehicle use. 17. Maintain confidentiality of all Office of Child Care clients and personnel. 18. Work towards obtaining a Child Development Associate Certificate (CDA) 19. Shall perform other duties as assigned.
Minimum Requirements:	Must be 18 years of age and have a high school diploma or GED with 4 years related experience or CDA. Must submit to and pass fingerprinting and necessary background check and drug testing.
Preferred Requirements:	Bachelors Degree in Early Childhood Development or related field with 2 years experience.
Valid Oklahoma Driver's License required?	Yes
Please list any additional licenses required:	

- Customer Service:** Responds promptly to customer needs; Responds promptly to voicemails and emails.
- Professionalism/ Interpersonal Skills:** Maintains confidentiality; Keeps emotions under control; Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of status or position.
- Time Management:** Prioritizes and plans work activities; Uses time efficiently; Sets goals and objectives.
- Oral Communication:** Speaks clearly and persuasively in positive or negative situations; Participates in meetings.
- Written Communication:** Writes clearly and informatively; Able to read and interpret written information.
- Analytical Skills:** Collects and researches data; Uses intuition and experience to complement data.
- Teamwork:** Balances team and individual responsibilities; Exhibits objectivity and openness to others' views. Gives and welcomes feedback; Contributes to building a positive team environment; Supports everyone's efforts to succeed.
- Leadership:** Inspires respect and trust; Motivates and effectively influences others; Provides appropriate recognition; Identifies and resolves problems in a timely manner; Uses sound judgement; Makes timely decisions. Works within the approved budget; Conserves organizational resources.
- Ethics:** Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values. Adheres to policies and procedures.
- Organizational Support:** Follows policies and procedures; Supports organization's goals and values.
- Quality:** Demonstrates accuracy and thoroughness.



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- Quantity:** Completes work in timely manner.
- Safety and Security:** Observes safety and security procedures, including cyber security.
- Attendance/Punctuality:** Regular and on time attendance. Arrives at meetings and appointments on time.
- Dependability:** Follows instructions, responds to management direction; Takes responsibility for own actions.

#### Physical Demands:

While performing the duties of this Job, the employee must regularly lift and /or move up to 10 pounds and occasionally lift and/or move:

Up to 50 lbs.       Up to 100 lbs.       Over 100 lbs.

Physical Exam Required

#### Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing essential functions of this job.

While performing the duties of this Job, the employee is regularly exposed:

- Fumes or airborne particles
- Risk of electrical shock
- Outside weather conditions
- Vibration
- Toxic or caustic chemicals
- Loud Noise

#### Would this Open Position be considered a Safety Sensitive Position? Check All that Apply

Note: If **any** box is checked **THIS IS A SAFETY SENSITIVE POSITION (No failed drug test is tolerated).**

- The handling, packaging, processing, storage, disposal or transport of hazardous materials.
- The operation of an MCN vehicle as part of your primary job function, operation of equipment, machinery or power tools.
- Repairing, maintaining or monitoring the performance or operation off any equipment, machinery or manufacturing process (preparing food where knives and kitchen equipment is used), which could result in injury or property damage.
- Performing Firefighting, First Responder or EMT duties.
- The operation, maintenance or oversight of critical services and infrastructure including but not limited to, electric, gas, and water utilities, power generation or distribution.
- Dispensing Pharmaceuticals.
- Direct patient care or Direct Child, Elderly, or Disabled care.
- An individual performing security, surveillance or law enforcement duties.
- Jobs/positions within MCN governed under the rules/jurisdiction of the Dept. of Transportation.
- None of these apply.

#### Disclaimer:

The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified.



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#### **Public Relations:**

Important attributes of any employee of the Muscogee Nation, along with the official performance of duties, are personal appearance and public relations. Each employee is expected to make every effort to be well-informed about the institution, pleasant, courteous and cooperative, and to act in a manner to command respect of co-workers and all other personnel. An optimistic attitude, patience and tolerance will help each employee in nearly all situations at the institution.

#### **MCN Policy Requirements:**

All Employees are subject to pre-employment background checks and drug testing. According to MCN Policy Section 502:Page 12/Section 503 110-111. All applicants must pass a drug test before beginning work. Any candidate who fails or refuses a drug test shall be withdrawn from employment consideration.

#### **Medical Marijuana License Holder Protection and Non-Discrimination**

A. Unless a failure to do would cause The Muscogee (Creek) Nation to imminently loose a monetary or licensing related benefit under federal law or regulations and with the exception of employees whose jobs are safety sensitive or primary job function is driving, The Muscogee (Creek) Nation shall not discriminate against a person in hiring, termination, or imposing any term or condition of employment or otherwise penalize a person based upon either: a. Solely, the person's status as a medical marijuana license holder; or b. Solely, the results of a drug test showing positive for marijuana and its components. B. Employees that are medical marijuana card holders shall not use, possess or be under the influence while at their place of employment or during hours of employment.