



FORT PAYNE CITY SCHOOLS

205 45TH Street NE •Fort Payne, AL 35967 • Tel: 256.845.0915

July 14, 2025

The Fort Payne City Board of Education announces the following vacancies in the Fort Payne City School System. Certified position applications will only be accepted through Teach in Alabama, until the positions are filled. **Certified Applications are no longer accepted on site.** Support applications will be accepted at the Central Office. Vacancies are posted at the following locations: Wills Valley Elementary School, Williams Avenue Elementary School, Fort Payne Middle School, Fort Payne High School, Little Ridge Intermediate School, Transportation Facility, Maintenance, Central Office, FPCS Web-Page, Handshake, Teach in Alabama and all HBCU's. The Fort Payne Board of Education is an equal opportunity employer.

LOCATION	TITLE	JOB DESCRIPTION	QUALIFICATIONS	SALARY
System-wide 2/21/2025	SPE Teacher	To teach and educate students according the guidelines provided by the ALSDE. Develop and provide appropriate Special Education Program to eligible exceptional learners.	Appropriate Alabama Teacher Certification in the area of Special Education and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
FPHS 6/27/2025	Assistant Principal	Performs duties as assigned by the Building Principal.	Appropriate Alabama Teacher Certification in the area of Educational Leadership and meet all requirements deemed by the ALSDE.	Teacher Salary Schedule (12 Month)

FP Career Academy 6/27/2025	Assistant Principal	Performs duties as assigned by the building Principal.	Appropriate Alabama Teacher Certification in the area of Educational Leadership and meet all requirements deemed by the ALSDE.	Teacher Salary Schedule (10 Month)
LRIS 7/14/2025	Assistant Principal	Performs duties as assigned by the Building Principal.	Appropriate Alabama Teacher Certification in the area of Educational Leadership and meet all requirements deemed by the ALSDE Or have ability to acquire appropriate Alabama Teacher Certification in the area of Educational Leadership and meet all requirements deemed by the ALSDE within the next 6 months.	Teacher Salary Schedule (12 Month)
FP Career Academy 6/27/2025	Guidance Counselor	To provide services to help all students develop skills in the area of personal/social growth, and educational planning, provide developmental comprehensive guidance and counseling services to all students, assist students in planning program of study, and provide individual counseling to help meet the developmental and remedial needs of students.	Appropriate Alabama Teacher certification in the area of School Guidance Counselor and meet all requirements deemed by the ALSDE. Master's Degree preferred.	Teacher Salary Schedule (10 Month)

System-Wide 6/17/2025	SPE Bus Aide	Assist student in bus travel as stated in I.E.P. Assist in the supervision and safety of students on Bus. Assist by lifting and transporting students if needed. Perform other tasks or duties assigned by the Transportation Supervisor and/or SPE Coordinator.	High School Diploma or Equivalent	SPE Bus Aide Salary Schedule
FPHS 6/17/2025	Education and Training Teacher	Teach ALSDE Courses in the Education and Training Cluster for Career and Technical Education	Secondary Certificate endorsed in Family and Consumer Sciences education, or Special Alternative Certificate (Grades 6-12, or 7-12) endorsed in Family and Consumer Science; Alternative Baccalaureate-Level Certificate (Grades 6-12) endorsed in Family Consumer Science	Alabama Teacher Salary Schedule
System-Wide 6/12/2025	Math Coach – (BBMC) 1 Position	Provide instructional support to comply with all provisions of the Alabama Numeracy Act; support and guide effective instructional practices to improve mathematics instruction; guide and assist staff in increasing grade level proficiency, implement steps to improve math proficiency in elementary students to ensure that students are proficient in mathematics at or above grade level by the end of 5th grade, assist administrators, parents, teachers, and students in acquiring materials to address mathematic academic needs.	Valid Alabama professional educator certificate in Early Childhood Education, Elementary Education, or Special Education. Five Years Minimum teaching Elementary or Special Education required. Expertise in mathematics instruction and intervention and early numeracy interventions, including dyscalculia interventions. Master's Degree or completed professional development recommended by the Elementary Mathematics Task Force or both.	Alabama Teacher Salary Schedule 10 Month Position

System-Wide 6/12/2025	CNP Assistant Lunchroom Manager	Use all equipment in a safe, proper, and efficient manner; maintain the highest standards of safety and cleanliness in the kitchen; help prepare food according to the planned menu, using uniform recipes, prepare cafeteria for dining; perform duties as assigned by the Lunchroom Manager, CNP Manager and/or Building Principal.	Minimum of a High School Diploma, experience in food preparation and food service preferred.	CNP Assistant Lunchroom Manager Salary
System-Wide 6/02/2025	Science Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of science.	Appropriate Alabama Teacher Certification in the area of science and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
FP Career Academy/Williams Avenue Pre-K 6/27/2025	CNP Cashier	Responsible for running cash register during lunch services, record keeping, assistant in checking and verifying cash at the end of meal service, maintaining accurate records, maintaining a positive atmosphere within the CNP Program and performing other duties as assigned by the CNP Director and CNP Manager.	High School Graduate or equivalency, experience in data entry, record keeping and efficient cashier skills.	3 Hours per day \$15. 00 per Hour
System-Wide 4/3/2025	Physical Education Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of Physical Education.	Appropriate Alabama Teacher Certification in the area of Physical Education and meet all requirements deemed by the ALSDE.	Teacher Salary Schedule
Williams Avenue Pre-K 5/23/2025	Pre-K Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of Pre-K.	Appropriate Alabama Teacher Certification in the area of Early Childhood P-3 Education and meet all requirements deemed by the ALSDE.	Teacher Salary Schedule

System-Wide 6/27/2025	Hippy Coordinator	Supervises and coordinates pre-school and parent educators that are involved in the program; attend all required trainings and workshops; complete all reports and paperwork in a timely manner, visit local sites to help recruit families into the program	Coordinator: Appropriate Alabama Teacher Certification and meet all requirements deemed by the ALSDE B.S. Degree in early childhood education, family or adult education, or equivalent work experience.	As set by the HIPPY Program
	Parent Educators Need to be determined by enrollment.	Meeting and role playing the curriculum with assigned families each week, as well as taking part in required in-service training and other staff development activities; help recruit families into the program.	<u>Parent Educator:</u> Live in or near the targeted area, good oral and written skills, ability to complete paperwork and reports, good organizational skills; ability to serve as a role model for parents and children involved in the program	
	Extended Day Program (EDP)			
	Site Coordinator	Oversee the program. Organize daily activities/lesson plans. Assist in all duties deemed necessary by the program guidelines.	Appropriate Alabama Teacher Certification and meet all requirements deemed by the ALSDE.	
	Teachers	Responsible for carrying out lesson plans and daily activities of the program.		
	Aides	Assist staff with maintaining order and helping students with assigned tasks and activities		
	Need to be determined by enrollment.			

FPMS 7/07/2025	Robotics Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of Robotics. Establish objectives and plans learning experiences. Implements activities using a variety of techniques utilize instructional time to meet objectives. Adheres to school system rules, administrative procedures, local board policy, and state and federal rules and regulations. Performs other related duties as assigned.	Appropriate Alabama Teacher Certification in the area being taught and meets all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
FP Career Academy/Williams Avenue Pre-K 7/07/2025	Secretary/Bookkeeper	Maintain accurate books for FP Career Academy/Williams Avenue Pre-K; count, prepare the deposit and make the deposit of all cash taken daily; coordinate and be responsible for all school-wide student services involving money (school pictures, student insurance, break profits, etc.); annually prepare and submit the schools books for audit; attend in-service meetings as requested by the Building Principal or CSFO; answer the needs of the children, teachers and public; maintain positive atmosphere within the office and perform other duties as assigned by the Building Principal.	Minimum of a High School Diploma or GED. An Associate Degree in Accounting or Business preferred.	Middle School Secretary/Bookkeeper Salary Schedule (10 Month)
System-Wide 3/21/2025	Board Certified Behavior Analyst	To support the students requiring behavioral and academic interventions. Implement and monitor behavior support plans. Provide staff training on behavior management techniques. Collaborate with teachers, parents, and special education teams to develop individualized strategies.	BCBA Certification Required. Master's Degree in Applied Behavior Analysis, Special Education, Psychology, or a related field. Additional Certifications (e.g., BSBA-D, LBA, State Licensure if applicable)	Board Certified Behavior Analyst Salary Schedule
Williams Avenue Pre-K 5/23/2025	Pre-K Aides	To perform duties assigned by the Pre-K Teacher and assist teacher in implementing the Pre-K curriculum to comply with all required guidelines provided by the ALSDE in the area of the Pre-k Program	Must possess a high school diploma or GED. Must possess a Child Development Associate credential (CDA) or at least 9 hours credit of college coursework in Early Childhood Education or Child Development from a regionally accredited institution.	Pre-K Aide Salary Schedule

FPHS 6/03/2025	Arts, A/V, Technology and Communications Instructor	Teach courses as assigned in the Arts, A/V Technology and Communications Cluster.	Appropriate Alabama Teacher Certification in the field of Career and Technical Education or be eligible for a BS Equivalent Technical Education 1 Career Technical Certificate in a Technical Education Program Area Approach.	Teacher Salary Schedule
System-wide 3/21/2025	EL Teachers	To teach and educate students according to the guidelines provided by the ALSDE in the area of English Speakers of other Languages.	Appropriate Alabama Teacher Certification in the area of English Speakers of other Languages and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
System-wide 10/18/2024	Elementary Teachers	To teach and educate students according to the Guidelines provided by the ALSDE in the area to be taught.	Appropriate Alabama Teacher Certification in the area of Elementary (K-6) Education and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
High School 9th-12th Grades 7/07/2025	Virtual Teacher	Assist in gathering, analyzing and interpreting data related to student performance. Proficient in usage of PowerSchool student management systems and variety of Learning management systems. Works with students and parents to ensure all District required paperwork is complete and families are following Alabama Statutes for virtual school attendance. Coordinates the development, implementation, and evaluation of virtual instructional programs, including the use of technology.	Appropriate Alabama Teacher Certification with secondary certification. Minimum of 3 years teaching experience at high school level and demonstrate competent technology skills.	Negotiable- determined by rank and experience as per policy 5.02.3 – Personnel Qualifications

System-wide 11/5/2024	SPE Aides	The job of the Special Education Teacher's Aide was established for the purpose of providing support to the instructional program within as assigned school with specific responsibility of assisting in the supervision and instruction of special needs students, severely special needs students; observing and documenting student's progress, implementing plans for instruction; assisting by providing for special health care needs. Assist students in bus travel as stated in IEP.	Associate Degree or Equivalent hours OR Passing Scores from WorkKeys Test.	SPE Aide Salary Schedule
--------------------------	-----------	--	--	--------------------------

System-Wide 10/7/2022	SPE Aide Hearing Impaired Exp Required	The job of the Special Education Teacher's Aide was established for the purpose of providing support to the instructional program within as assigned school with specific responsibility of assisting in the supervision and instruction of special needs students, severely special needs students; observing and documenting student's progress, implementing plans for instruction; assisting by providing for special health care needs. Assist students in bus travel as stated in IEP.	2 Year Associates Degree Preferred or WorkKeys Assessment with a score of 3 or higher on the following areas: <ul style="list-style-type: none"> • Workplace Documents • Applied Math • Business Writing Experience working with Hearing Impaired Preferred	SPE Aide Salary Schedule
--------------------------	--	--	--	--------------------------

System- Wide 10/25/2019 (Continuously posted)	Bus Drivers	Transport students to and from school and perform all duties assigned by the Transportation Supervisor.	Proper CDL for public school transportation with a School Bus Endorsement Certification issued by the ALSDE.	Bus Driver Salary Schedule
System- Wide 10/25/2019 (Continuously posted)	CNP Workers	Perform all Child Nutrition related duties as assigned by the Lunchroom Manager.	Demonstrate aptitude for successful performance of the CNP Worker schedule	CNP Worker Salary Schedule
System- Wide 9/15/2020 6/15/2023 6/13/2024 5/02/2025 (Continuously posted)	Custodian Workers	Fulfill all custodial duties as assigned by the Building Principal.	Experience in custodial work preferred	Custodian Salary Schedule

System-Wide 10/25/2019 (Continuously posted)	Substitute Nurses	Assist administrators and teachers in carrying out the school health program. Serve as education and medical resource person for Teachers and Principals. Administer first aid in accordance with established first aid procedures. Make recommendations to Principal on health needs of individual students. Assist with all other duties as deemed necessary.	Alabama valid LPN License Alabama or valid RN License	\$100 per day
System-Wide 10/25/2019 (Continuously posted)	Substitute Bus Drivers	Transport students to and from school and perform all duties assigned by the Transportation Supervisor.	Proper CDL for public school transportation with a School Bus Endorsement Certificate issued by the ALSDE	Sub Pay \$80 full route \$40 half route Effective 8-1-2022 Extra-curricular Trips \$15.00 per hour 2 hours Minimum
System- Wide 10/25/2019 (Continuously posted)	Substitute CNP Workers	Perform all Child Nutrition related duties as assigned by the Lunchroom Manager.	Demonstrate aptitude for successful performance of the CNP Worker schedule	Sub Pay \$80 full day \$40 half day Effective 8-1-2022

<p>System- Wide 10/25/2019 (Continuously posted)</p>	<p>Substitute Teachers</p> <p>You must first submit a resume. If accepted, you will be notified by the Central Office to complete an application</p>	<p>Carry out lesson plans as prepared by the regular classroom teacher. Maintain a classroom environment conducive to effective learning within the limits of the resources provided by the district. Take all necessary and reasonable precautions to protect students, equipment, materials and facilities. Establish and maintain cooperative relations with students, parents and school personnel.</p>	<p>High School diploma Alabama Substitute Teacher license Alabama Teaching Certificate (current).</p>	<p>\$100 per day No degree required, but substitute training (either in person or virtual) is required. Effective 8-1-2022 NO CHANGE</p> <p>\$105 per day Hold a current Alabama Teaching Certificate, substitute training (either in person or virtual) is required. Effective 8-1-2023</p>
<p>System- Wide 10/25/2019 (Continuously posted)</p>	<p>Substitute Custodian Workers</p>	<p>Fulfill all custodial duties as assigned by the Building Principal.</p>	<p>Demonstrate aptitude for successful performance of the CNP Worker schedule</p>	<p>Sub Pay \$80 full day \$40 half day Effective 8-1-2022</p>

The Fort Payne City Board of Education announces the following vacancies in the Fort Payne City School System. **Certified position applications will only be accepted through Teach in Alabama**, until the positions are filled. Certified Applications are no longer accepted on site. Support applications will be accepted at the Central Office. Vacancies are posted at the following locations: Wills Valley Elementary School, Williams Avenue Elementary School, Fort Payne Middle School, Fort Payne High School, Little Ridge Intermediate School, Maintenance/Transportation Facility, Central Office, FPCS Web-Page, Handshake, Teach in Alabama and all HBCU's. The Fort Payne Board of Education is an equal opportunity employer.