



## FORT PAYNE CITY SCHOOLS

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June 17, 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
FPMS 5/02/2025	History Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of History.	Appropriate Alabama Teacher Certification in the area of History and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule

<b>System-Wide 6/17/2025</b>	<b>SPE Bus Aide</b>	<b>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.</b>	<b>High School Diploma or Equivalent</b>	<b>SPE Bus Aide Salary Schedule</b>
<b>FPHS 6/17/2025</b>	<b>Education and Training Teacher</b>	<b>Teach ALSDE Courses in the Education and Training Cluster for Career and Technical Education</b>	<b>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</b>	<b>Alabama Teacher Salary Schedule</b>
<b>System-Wide 6/12/2025</b>	<b>Math Coach – (BBMC) 1 Position</b>	<b>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 5<sup>th</sup> grade, assist administrators, parents, teachers, and students in acquiring materials to address mathematic academic needs.</b>	<b>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.</b>	<b>Alabama Teacher Salary Schedule  10 Month Position</b>

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	English Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of English.	Appropriate Alabama Teacher Certification in the area of English and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
System-Wide 6/02/2025	Math Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of Math.	Appropriate Alabama Teacher Certification in the area of Math and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
System-Wide 6/02/2025	PE/Health Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of PE/Health.	Appropriate Alabama Teacher Certification in the area of PE/Health and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
System-Wide 6/02/2025  (2 Positions)	History Teacher	To teach and educate students according to the guidelines provided by the ALSDE in the area of History.	Appropriate Alabama Teacher Certification in the area of History and meet all requirements deemed by the ALSDE.	Alabama Teacher Salary Schedule
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

System-Wide 4/25/2025	Computer Technician	Provides technical support and performs essential IT tasks to ensure the smooth and secure operation of school district technology systems, including support for the district's 1:1 device program and student information systems such as PowerSchool.	High school diploma or equivalent; associate or bachelor's degree in Information Technology or related field preferred. Experience supporting computer hardware, operating systems, and a variety of software applications.	Computer Technician Salary Schedule  12 Months 242 Days
System-Wide 6/09/2025	School Nurse/ Nurse Bus Aide	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, including both School and Bus duties.	Alabama valid LPN License Alabama or valid RN License	School Nurse Salary and Nurse Bus Aide 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 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
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
System-wide 5/23/2025	EL Aides	Assist EL Teacher in the preparation of classroom materials, the classroom setting, and the delivery of instruction. Adheres to all policies and guidelines of teacher that works under.	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"> <li>• Workplace Documents</li> <li>• Applied Math</li> <li>• Business Writing</li> </ul> BILLINGUAL PREFERRED	EL Instructional Aide Salary Schedule
LRIS 5/23/2025	Principal	Principal serves as the instructional and operational leader of the school, fostering a collaborative and inclusive environment that promotes academic excellence and personal growth. This role involves working closely with faculty, staff, students, and the community to implement and uphold a dynamic educational vision aligned with the school's mission. The principal is expected to set and maintain high expectations for both staff and students, ensuring a culture of continuous improvement and achievement.	Master's degree in Educational Administration from an accredited institution (Specialist Degree preferred) Valid Alabama Certification for School Principals Minimum of three years of successful Administrative experience	Contractual; Salary is negotiable based on experience and qualifications.

<b>Williams Avenue Pre-K</b> <i>5/23/2025</i>	<b>Pre-K Aides</b>	<b>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</b>	<b>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.</b>	<b>Pre-K Aide Salary Schedule</b>
<b>FPHS</b> <i>6/03/2025</i>	<b>Arts, A/V, Technology and Communications Instructor</b>	<b>Teach courses as assigned in the Arts, A/V Technology and Communications Cluster.</b>	<b>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.</b>	<b>Teacher Salary Schedule</b>
<b>System-wide</b> <i>3/21/2025</i>	<b>EL Teachers</b>	<b>To teach and educate students according to the guidelines provided by the ALSDE in the area of English Speakers of other Languages.</b>	<b>Appropriate Alabama Teacher Certification in the area of English Speakers of other Languages and meet all requirements deemed by the ALSDE.</b>	<b>Alabama Teacher Salary Schedule</b>
<b>FPHS</b> <i>5/02/2025</i>	<b>STEM/Robotics Teacher</b>	<b>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 that 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.</b>	<b>Appropriate Alabama Teacher Certification in the area being taught and meets all requirements deemed by the ALSDE.</b>	<b>Alabama Teacher Salary Schedule</b>

<b>System-wide 10/18/2024</b>	<b>Elementary Teachers</b>	<b>To teach and educate students according to the Guidelines provided by the ALSDE in the area to be taught.</b>	<b>Appropriate Alabama Teacher Certification in the area of Elementary (K-6) Education and meet all requirements deemed by the ALSDE.</b>	<b>Alabama Teacher Salary Schedule</b>
<b>System-wide 5/23/2025</b>	<b>SPE LPN/RN Aide</b>	<b>Provide support to the instructional program within assigned school with specific responsibility for assisting in the supervision and instruction of special needs students; observing and documenting student progress; implementing plans for instruction, and assisting students by implementing their health care plan and providing for their health care needs.</b>	<b>LPN Licensure/Certification Preferred – experience in working with special needs children/adolescents</b>	<b>State Minimum Salary Schedule for LPN/RN Nurse</b>

<b>System-wide 11/5/2024</b>	<b>SPE Aides</b>	<b>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.</b>	<b>Associate Degree or Equivalent hours OR Passing Scores from WorkKeys Test.</b>	<b>SPE Aide Salary Schedule</b>
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<p><b>System-Wide</b>  <b>10/7/2022</b></p>	<p><b>SPE Aide Hearing Impaired Exp Required</b></p>	<p>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.</p>	<p><b>2 Year Associates Degree Preferred or WorkKeys Assessment with a score of 3 or higher on the following areas:</b></p> <ul style="list-style-type: none"> <li>• Workplace Documents</li> <li>• Applied Math</li> <li>• Business Writing</li> </ul> <p>Experience working with Hearing Impaired Preferred</p>	<p><b>SPE Aide Salary Schedule</b></p>
<p><b>System- Wide</b>  <b>10/25/2019</b></p> <p>(Continuously posted)</p>	<p><b>Bus Drivers</b></p>	<p>Transport students to and from school and perform all duties assigned by the Transportation Supervisor.</p>	<p>Proper CDL for public school transportation with a School Bus Endorsement Certification issued by the ALSDE.</p>	<p><b>Bus Driver Salary Schedule</b></p>



<b>System- Wide</b> <b>10/25/2019</b> <b>(Continuously</b> <b>posted)</b>	<b>CNP Workers</b>	<b>Perform all Child Nutrition related duties as assigned by the Lunchroom Manager.</b>	<b>Demonstrate aptitude for successful performance of the CNP Worker schedule</b>	<b>CNP Worker Salary Schedule</b>
<b>System- Wide</b> <b>10/25/2019</b>  <b>(Continuously</b> <b>posted)</b>	<b>Substitute Custodian Workers</b>	<b>Fulfill all custodial duties as assigned by the Building Principal.</b>	<b>Experience in custodial work preferred</b>	<b>Sub Pay</b> <b>\$80 full day</b> <b>\$40 half day</b> <b>Effective</b> <b>8-1-2022</b>
<b>System- Wide</b> <b>9/15/2020</b> <b>6/15/2023</b> <b>6/13/2024</b> <b>5/02/2025</b>  <b>(Continuously</b> <b>posted)</b>	<b>Custodians</b>	<b>Fulfill all custodial duties as assigned by the Building Principal.</b>	<b>Experience in custodial work preferred</b>	<b>Custodian Salary Schedule</b>

<b>System-Wide</b> <b>10/25/2019</b>  <b>(Continuously posted)</b>	<b>Substitute Nurses</b>	<b>Assist administrators and teachers in carrying out the school health program. Serve as education and medical resource person for Teachers and Principals.</b> <b>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.</b>	<b>Alabama valid LPN License</b> <b>Alabama or valid RN License</b>	<b>\$100 per day</b>
<b>System-Wide</b> <b>10/25/2019</b>  <b>(Continuously posted)</b>	<b>Substitute Bus Drivers</b>	<b>Transport students to and from school and perform all duties assigned by the Transportation Supervisor.</b>	<b>Proper CDL for public school transportation with a School Bus Endorsement Certificate issued by the ALSDE</b>	<b>Sub Pay</b> <b>\$80 full route</b> <b>\$40 half route</b> <b>Effective</b> <b>8-1-2022</b>  <b>Extra-curricular</b> <b>Trips \$15.00</b> <b>per hour 2</b> <b>hours</b> <b>Minimum</b>

<b>System- Wide</b> <b>10/25/2019</b>  <b>(Continuously posted)</b>	<b>Substitute</b> <b>CNP</b> <b>Workers</b>	<b>Perform all Child Nutrition related duties as assigned by the Lunchroom Manager.</b>	<b>Demonstrate aptitude for successful performance of the CNP Worker schedule</b>	<b>Sub Pay</b> <b>\$80 full day</b> <b>\$40 half day</b> <b>Effective</b> <b>8-1-2022</b>

<b>System- Wide</b> <b>10/25/2019</b> <b>(Continuously posted)</b>	<b>Substitute Teachers</b>  <b>You must first submit a resume. If accepted, you will be notified by the Central Office to complete an application</b>	<b>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.</b>	<b>High School diploma Alabama Substitute Teacher license Alabama Teaching Certificate (current).</b>	<b>\$100 per day</b> <b>No degree required, but substitute training (either in person or virtual) is required. Effective 8-1-2022 NO CHANGE</b>  <b>\$105 per day</b> <b>Hold a current Alabama Teaching Certificate, substitute training (either in person or virtual) is required. Effective 8-1-2023</b>
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