



FORT PAYNE CITY SCHOOLS

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

November 21, 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
System-wide 8/06/2025	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 work under.	2 Year Associates Degree Preferred or WorkKeys Assessment with a score of 3 or higher on the following areas: • Workplace Documents • Applied Math • Business Writing BILINGUAL PREFERRED	EL Instructional Aide Salary Schedule

System-wide 11/21/2025	Media Specialist (Librarian)	Perform all duties related to the operation of a School Library.	Appropriate Alabama Teacher Certification in Library-Media Science Education and meet all requirements deemed by the ALSDE.	Teacher Salary Schedule
System-wide 11/21/2025	Maintenance Worker	Performs inspections, maintenance and repairs to ensure that all students, staff are provided a safe, attractive and clean, and healthy environment for learning and work. Perform general maintenance and repair tasks in a variety of areas in accordance with all applicable codes and regulations. Performs assignments relating to insuring all schools and district sites are able to safely open and function when assigned. This includes working cooperatively with custodial employees during emergency operations. Performs regular inspections of equipment systems, reporting any abnormalities and hazards immediately. Ensure that the work site and conditions are safe. Respond to emergency situations and perform necessary repairs.	Demonstrate knowledge, a minimum of three years of experience, and proficiency in several areas of maintenance (plumbing, painting, carpentry, masonry, concrete/tile, window repair, electrical, mechanical, HVAC systems, roof repair, plastering/spackling, field/playground maintenance, furniture repair and small engine repair).	Maintenance Worker Salary Schedule
System-wide 10/22/2025	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
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

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 5 th 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 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 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 9/11/2025	Speech Language Pathologist	Conduct evaluation of students with communication disorders, evaluate and diagnose speech and language disorders. Develop and implement individualized education plans to meet the unique needs of each student receiving therapy service. Perform other related duties as assigned.	Appropriate Alabama Master's Level Teacher Certification in the area of P-12 Speech Language Pathologist and meet all requirements deemed by the ALSDE.	Teacher Salary Schedule
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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: • 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 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	\$110 per day Effective 8-1-2025
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 \$85 full day \$42.50 half day Effective 8-1-2025

System- Wide 10/25/2019 (Continuously posted)	Substitute Teachers You must first submit a resume. If accepted, you will be notified by the Central Office to complete an application	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.	High School diploma Alabama Substitute Teacher license Alabama Teaching Certificate (current).	\$105 per day No degree required, but substitute training (either in person or virtual) is required. Effective 8-1-2025 \$110 per day Hold a current Alabama Teaching Certificate, substitute training (either in person or virtual) is required. Effective 8-1-2025
System- Wide 10/25/2019 (Continuously posted)	Substitute Custodian Workers	Fulfill all custodial duties as assigned by the Building Principal.	Demonstrate aptitude for successful performance of the CNP Worker schedule	Sub Pay \$85 full day \$42.50 half day Effective 8-1-2025

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