

# DECATUR CITY SCHOOLS


Office of Human Resources

212 FOURTH AVENUE, SE  
DECATUR, ALABAMA 35601  
www.dcs.edu



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## MEMORANDUM

TO: All Personnel  
FROM: Yvette Evans   
DATE: November 20, 2023  
SUBJECT: **Teacher Vacancy**

The following position is open and will be filled by the Decatur City Board of Education:

### SPECIAL SERVICES CENTER

#### Elementary ESL Teacher

#### OPEN UNTIL FILLED

Persons interested in the above position should have a completed application in the online application system with the State of Alabama "Teach Alabama."

A link to the online system, "Teach Alabama," can be found at the Decatur City School's website: [www.dcs.edu](http://www.dcs.edu) entitled "Jobs."

Once you have completed your online application, to be considered for a specific job you **MUST**:

Click on "All Jobs."

Click the "View/Apply" link next to any position for which you wish to be considered, then click the button provided to express interest.

**NOTE:** You will not be considered for a position if you have not expressed interest by clicking the APPLY button.

## Decatur City Schools

### **JOB TITLE: English as a Second Language (ESL) Teacher**

**SUMMARY:** Provides each English Learner (EL) with the individually tailored help, counsel, and learning experience he/she needs to make progress toward educational goals established with the individuals limitations in mind.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following:  
Determines specific second language needs, skill deficiencies, or social adjustment difficulties of students and initiates remediation programs in these areas.

Provides students with tutoring for all classes.

Evaluates such student in terms of initial needs and progress toward remediation.

Prepares progress reports and year-end evaluations, administering pre-tests and post-tests as appropriate and necessary.

Makes available a wide range of teaching materials and equipment, including reading materials at many levels, instructional games, resource materials, etc.

Counsels students in identifying and dealing with their academic and social problems.

Establishes and maintains standards of individual student behavior.

Works closely with other teachers to help the students maintain satisfactory classwork, homework, and behavior.

Helps parents to understand the specific problems of educationally handicapped students and the goals and operation of the program, appraising them of problems and progress.

Participates in selection and evaluation of students for admission to the program of education for such students.

Participates in case conferences about educationally handicapped students.

Performs basic attendance accounting and similar record keeping functions pertinent to the educationally handicapped program.

Keeps abreast of new developments in the field by reading journals and publications, attending professional society meetings, seminars, etc., and discussing problems of mutual interest with others in the field.

Transports district materials to specific buildings.

Travels between buildings.

## **NON-ESSENTIAL DUTIES AND RESPONSIBILITIES**

Other duties as assigned.

## **QUALIFICATION REQUIREMENTS**

### **EDUCATION and/or EXPERIENCE:**

Certificate, license, or other legal credential required. Degree(s) required and area of major study. Related experience required/desired. Such alternatives to the above qualifications as the board may find appropriate and acceptable.

### **LANGUAGE SKILLS:**

Ability to read, analyze, and interpret general periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of students, parents, and the general public.

### **MATHEMATICAL SKILLS:**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent.

### **REASONING ABILITY:**

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

### **CERTIFICATES, LICENSES, REGISTRATION:**

Alabama certification with appropriate endorsement.

### **PHYSICAL DEMANDS:**

While performing the duties of this job, the employee is regularly required to hear, stand, walk, use hands to finger, handle, or feel objects, tools, or controls, reach with hands and arms; and talk or hear. The employee is occasionally required to climb or balance, stoop, kneel, crouch, or crawl.

The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 35 pounds, and occasionally lift and/or move up to 35 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.

### **WORK ENVIRONMENT:**

The noise level in the work environment is usually moderate.

Employee occasionally works outside and is exposed to heat, cold and dampness.

**DISCLAIMER:**

The preceding job description has been designed to indicate the general nature and level of work performed by an employee(s) within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of an employee(s) to this job.

The Decatur City School System does not discriminate on the basis of race, color, disability, sex, religion, national origin, or age in their programs, activities, or employment and provide equal access to the Boy Scouts and other designated youth groups. The Title IX Coordinator for Decatur City Schools is responsible for handling inquiries regarding the non-discrimination policies. The Title IX Coordinator can be reached by calling the Decatur City Board of Education at: (256) 552-3000.

DECATUR CITY SCHOOLS  
Annual Salary Schedule  
2023-2024

**Schedule A2**  
**Teacher**  
**9 Months, 187 Days**

Years Experience/ Step	Degree/Rank			
	BS	MA	AA	ID
0	44,746	51,444	56,006	59,484
1	45,038	51,556	56,414	59,653
2	45,409	51,696	56,828	60,060
3	50,128	57,057	62,675	66,023
4	51,115	58,089	63,700	67,049
5	51,518	58,535	64,144	67,500
6	54,003	60,729	66,510	69,960
7	54,003	61,186	66,971	70,422
8	54,294	61,647	67,431	70,880
9	55,408	62,811	68,589	72,041
10-11	55,831	63,270	69,050	72,500
12-13	57,125	64,598	70,406	73,874
14	57,450	64,926	70,739	74,199
15	57,999	65,546	71,415	74,908
16-17	58,334	65,885	71,746	76,087
18	59,168	66,717	72,581	76,847
19	59,168	67,111	72,581	77,615
20	59,168	67,782	73,106	78,392
21	59,532	68,460	73,838	79,176
22	60,960	69,145	74,575	79,967
23	60,960	69,836	75,321	80,767
24	61,621	70,535	76,075	81,575
25	61,949	71,240	76,836	82,391
26	62,568	71,952	77,604	83,215
27	63,669	72,671	78,380	84,047
28	63,827	73,398	79,163	84,887
29	64,465	74,133	79,955	85,736
30	65,109	74,874	80,754	86,594
31	65,759	75,622	81,562	87,459
32	66,418	76,379	82,378	88,333
33	67,081	77,143	83,202	89,217
34	67,752	77,914	84,034	90,110
35	68,430	78,693	84,874	91,010