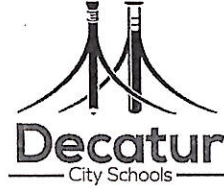


DECATUR CITY SCHOOLS

Office of Human Resources

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



PHONE (256) 552-3000
Email: Yvette.Evans@dcs.edu

MEMORANDUM

TO: All Personnel
FROM: Yvette Evans *YVE*
DATE: February 6, 2024
SUBJECT: Teacher Vacancies

The following positions are open and will be filled by the Decatur City Board of Education:

DECATUR CITY SCHOOLS

Pre-K - 5 Teacher (10)
Secondary Science Teacher (5)
Secondary English Language Arts Teacher (5)
Secondary Math Teacher (5)
Secondary Social Science Teacher (5)
Physical Education Teacher (5)
Elementary Art Teacher (3)
Secondary Art Teacher (3)
Special Education Teacher (5)
English as a Second Language Teacher (5)

OPEN UNTIL FILLED

Persons interested in the above positions 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 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.

QUALIFICATION REQUIREMENTS

EDUCATION and/or EXPERIENCE:

Bachelor's degree (B.A./B.S.) from four-year college or university; or one to two years related experience and/or training; or equivalent combination of education and experience.

LANGUAGE SKILLS:

Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence. Ability to effectively present information in one-on-one and small group situations.

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 apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

CERTIFICATES, LICENSES, REGISTRATIONS:

Alabama Class B Certificate with proper endorsements.

PHYSICAL DEMANDS:

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

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

WORK ENVIRONMENT:

The noise level in the work environment is usually moderate.

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.

April 5, 1996

Decatur City Schools

JOB TITLE: Elementary Education Teacher

SUMMARY: Teaches elementary school students academic, social, and motor skills by performing the following duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:
Prepares course objectives and outline for course of study following curriculum guidelines or requirements of state and school.

Demonstrates the ability to decide on the best use of methods and materials to help students acquire necessary skills, taking into account the different needs and abilities of individual students.

Demonstrates qualities of patience, understanding, trustworthiness and attention to work.

Possesses a thorough knowledge of the subject matter.

Prepares, administers, corrects tests, and records results.

Assigns work, corrects papers, and hears oral presentations.

Establishes and maintains standards of student behavior to achieve a functional learning atmosphere.

Maintains order among students in immediate area.

Counsels pupils when adjustment and academic problems arise.

Discusses pupils' academic achievements and behavioral concerns with parents.

Keeps attendance and grade records as required by school.

Coordinates class field trips.

Participates in faculty and professional meetings, educational conferences and teacher training workshops.

NON-ESSENTIAL DUTIES AND RESPONSIBILITIES:

Other duties as assigned.

TERMS OF EMPLOYMENT:

9 Month Contract

QUALIFICATION REQUIREMENT

EDUCATION and/or EXPERIENCE:

Bachelor's degree (B.A./B.S.) from four-year college or university.

LANGUAGE SKILLS:

Ability to read, analyze, and interpret teacher textbooks, 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, REGISTRATIONS:

Alabama Class B Certificate with appropriate endorsement.

PHYSICAL DEMANDS:

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

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

WORK ENVIRONMENT:

The noise level in the work environment is usually moderate.

The employee is occasionally exposed to outside weather conditions.

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April 5, 1996

Decatur City Schools

JOB TITLE: Secondary Education Teacher

SUMMARY: Instructs students in one or more subjects using various teaching methods performing the following duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:
Prepare course objectives and outline for course of study following curriculum guidelines or requirements of state and school.

Demonstrates the ability to decide on the best use of methods and materials to help students acquire necessary skills, taking into account the different needs and abilities of individual students.

Demonstrates qualities of patience, understanding, trustworthiness and attention to work.

Possesses a thorough knowledge of the subject matter.

Administers tests to evaluate pupil progress and records results.

Issues reports to inform parents of student progress.

Keeps attendance records.

Establishes and maintains standards of student behavior to achieve a functional learning atmosphere.

Meets with parents to discuss student progress and problems.

Participates in faculty and professional meetings, educational conferences, and teacher training workshops.

Assists pupils in selecting course of study.

Counsels students in adjustment and academic problems.

NON-ESSENTIAL DUTIES AND RESPONSIBILITIES:
Other duties as assigned.

TERMS OF EMPLOYMENT:
9 Month Contract.

QUALIFICATION REQUIREMENTS

EDUCATION and/or EXPERIENCE:

Bachelor's degree (B.A./B.S.) from four-year college or university.

LANGUAGE SKILLS:

Ability to read, analyze, and interpret teacher textbook, 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. Ability to figure student percentages for grades and explain how the percentage is derived.

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, REGISTRATIONS:

Alabama Class B Certificate with appropriate endorsement.

PHYSICAL DEMANDS:

While performing the duties of this job, the employee is regularly required to stand, walk, talk and hear. The employee frequently is required to use hands to finger, handle, or feel objects, tools, or controls. The employee is frequently required to sit and reach with hands and arms.

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

WORK ENVIRONMENT:

The noise level in the work environment is usually moderate.

The employee is occasionally exposed to outside weather conditions.

DISCLAIMER:

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April 5, 1996

Decatur City Schools

JOB TITLE: Physical Education Teacher

SUMMARY: Instructs students in physical education activities by performing the following duties. Promotes development of student's physical, social skills and knowledge of health.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following.
Prepares course objectives and outline for course of study following curriculum guidelines or requirements of state and school.

Demonstrates the ability to decide on the best use of methods and materials to help students acquire necessary skills, taking into account the different needs and abilities of individual students.

Demonstrates qualities of patience, understanding, trustworthiness and attention to work.

Possesses a thorough knowledge of the subject matter.

Prepare, administer, correct tests, and record results.

Assign work, correct papers, and hear oral presentations.

Establishes and maintains standards of student behavior to achieve a functional learning atmosphere.

Counsels pupils when adjustment and academic problems arise.

Discuss pupils' academic achievement and behavioral concerns with parents.

Keep attendance and grade records as required.

Teach individual and team sports to students, utilizing knowledge of sports techniques and of physical capabilities of students.

Demonstrates, leads, instructs, and referees indoor and outdoor games.

Instructs individuals or groups in beginning and advanced calisthenics, gymnastics, or corrective exercises, determining type and level of difficulty of exercises, corrections needed and prescribed movement and applying knowledge of sports, physiology, and corrective techniques.

Explains and demonstrates weight training and/or use of gymnastic and training apparatus.

Select, order, store, issue and inventory equipment, materials, and supplies used in physical education.

Ensures area/equipment is safe, free of hazards and that students follow safety measures during activities.

NON-ESSENTIAL DUTIES AND RESPONSIBILITIES:

Other duties as assigned.

TERMS OF EMPLOYMENT:

9 Month Contract

QUALIFICATION REQUIREMENT

EDUCATION and/or EXPERIENCE:

Bachelor's degree (B.A./B.S.) from four-year college or university.

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, REGISTRATIONS:

Alabama Class B Certificate 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 and reach with hands and arms' and talk. 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, occasionally lift and/or move up to 35 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perceptions, and the ability to adjust focus.

WORK ENVIRONMENT:

The noise level in the work environment is usually moderate.

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

DISCLAIMER:

DISCLAIMER:

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Decatur City Schools

JOB TITLE: Art Teacher

SUMMARY: To develop in each pupil an interest in and the ability for expressing themselves creatively in visual terms, utilizing skills and techniques of artistic expression appropriate to the pupil's interests and abilities; to develop aesthetic understandings and appreciation; to discover and develop talents of pupils in the field of art.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Teaches knowledge and skills in art, including crafts, drawing, painting, lettering, design, commercial art, art history and three-dimensional art.

Instructs pupils in citizenship and basic subject matter specified in state law and administrative regulations and procedures of the school district.

Provides instruction by which pupils develop aesthetic concepts and appreciation and the ability to make qualitative judgments about art.

Develops instructional plans and organizes class time to provide a balanced program of instruction, demonstration, work time and assessment.

Controls assigned district-owned equipment and supplies to prevent loss or abuse.

Establishes and maintains standards of pupil behavior.

Displays student art work in buildings.

Availability to students and parents for educational related purposes outside the instructional day.

Other duties as assigned.

SUPERVISORY RESPONSIBILITIES:

Supervises classroom and students.

QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

Bachelor's degree from an accredited college.

CERTIFICATES, LICENSES, REGISTRATIONS:

Valid teaching certificate with K-12 art endorsement.

LANGUAGE SKILLS:

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

MATHEMATICAL SKILLS:

Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plan and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

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.

OTHER SKILLS AND ABILITIES:

Ability to apply knowledge of current research and theory to instructional program; ability to plan and implement lessons based on division and school objectives and the needs and abilities of students to whom assigned. Ability to establish and maintain effective relationships with students, peers and parents; skill in oral and written communication.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is continuously required to stand and talk or hear. Frequently the employee will walk while performing the duties of this job. Occasionally the employee will sit, bend or twist at the neck more than the average person. Frequently the employee will stoop or kneel and repeat the same hand, arm or finger motion many times. While performing the duties of this job, the employee may be required to lift up to 50 pounds such as clay, plaster, and cartons of paper material.

Specific vision abilities required by this job include close vision such as to read handwritten or typed material, and the ability to adjust focus. The position requires the individual to meet multiple demands from several people and interact with the public and other staff.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment usually loud.

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April 5, 1996

Decatur City Schools

JOB TITLE: Special Education Teacher

SUMMARY: Teaches basic academic subjects to students requiring remedial work, using special help programs to improve scholastic level, by performing the following duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

Teaches basic subjects such as reading and math, applying lesson techniques designed for short attention spans.

Consults with regular class teacher and provides support, as needed, for regular class participation.

Administers achievement tests and evaluates test results to discover level of language and math skills.

Selects and teaches reading material and math problems related to everyday life of individual student. May also teach functional life skills.

Demonstrates the ability to decide on the best use of methods and materials to help students acquire necessary skills, taking into account the different needs and abilities of individual students.

Demonstrates qualities of patience, understanding, trustworthiness and attention to work.

Possesses a thorough knowledge of the subject in order to arouse the students' interest.

Confers with school counselors and teaching staff to obtain additional testing information and to gain insight on student behavioral disorders affecting learning process.

Designs special help programs for low achievers and encourages parent teacher cooperation.

Maintains effective communication with parents.

Attends professional meetings, writes reports, and maintains records.

Other duties as related to specific areas of disabilities.

NO-ESSENTIAL DUTIES AND RESPONSIBILITIES:

Functions as a member of the school's faculty. Performs other duties as assigned by the principal.

QUALIFICATION REQUIREMENTS:

Requirements may vary as related to specific areas of disabilities and particular student populations.

EDUCATION and/or EXPERIENCE:

Bachelor's degree (B.A.) from four-year college or university.

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 professional staff, parents, students and the general public.

MATHEMATICAL SKILLS:

Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume. Ability to apply concepts of basic algebra and geometry.

REASONING ABILITY:

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.

CERTIFICATES, LICENSES, REGISTRATIONS:

Alabama Class B Certificate with appropriate endorsement.
Valid Alabama driver's license.

PHYSICAL DEMANDS:

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

WORK ENVIRONMENT:

The noise level in the work environment is usually quiet.

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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.

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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 |