

# 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 *Yve*  
DATE: March 26, 2024  
SUBJECT: **Teacher Vacancy**

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

### DECATUR HIGH SCHOOL

**Head Boys Basketball Coach  
Boys Physical Education Teacher**

### 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](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: Head Basketball Coach**  
**(Decatur High School)**

**Valid Alabama Teaching Certificate (Preferred)**

**REPORTS TO:** Superintendent and/or Superintendent's Designee(s)

**SUMMARY:** Position calls for responsibly coaching student athletes in game strategies and techniques to prepare them for athletic competition while simultaneously motivating them to develop an appreciation for the sport. The Head Coach will work closely with student athletes to develop positive character both on and off the court. In addition, the Head Coach will assist/collaborate with teachers, counselors, and other school personnel regarding the attendance, academics, and behavior of student athletes before, during, and after basketball season.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following:

- Demonstrates support for the school system and its vision, goals, and priorities.
- Holds organizational meetings for team prospects and encourages potential athletes to participate in the sport.
- Assesses the skills of players and assigns team positions.
- Develops a regular practice schedule and organizes practice time to promote both individual and team development.
- Works with the Athletic Director in scheduling facilities for practices and/or competitions.
- Assigns duties to assistant coaches as necessary.
- Coaches and instructs players individually and in groups, regarding the rules, regulations, equipment, and techniques of the sport.
- Observes players during competition and practice to determine the needs for individual and/or team improvement.
- Determines game strategy based on the capabilities of the team.
- Establishes and maintains standards of student behavior and provides proper supervision of athletes at all times.
- Monitors the academic performance of team members to ensure that eligibility requirements are met and sustained.
- Follows established procedures in the event of an injury to the athlete(s).
- Conferences with parents/guardians, as necessary, regarding the athletic performance of their student(s).
- Follows state, regional, and district regulations governing the athletic program.
- Models positive sportsmanship and maintains appropriate conduct toward players, officials, and spectators.
- Acts as a team representative and promotes the sport by communicating with the news media, booster clubs, service clubs, local community, and/or other organizations.
- Follows established procedures for the proper care, maintenance, and the requisition of equipment, supplies, and uniforms.

- Works with the Athletic Director to develop a policy for awards and submits a list of award winners at the end of the season.
- Participates in special activities to include parent night, banquets, award nights, and other assemblies as deemed necessary and appropriate.
- Maintains eligibility forms, emergency data information, insurance records, equipment inventory, and other related records.
- Models non-discriminatory practices in all activities in conjunction with the basketball program.

*The duties identified above are illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

**NON-ESSENTIAL DUTIES AND RESPONSIBILITIES:**

Performs any other job-related duties as assigned by the Superintendent or Superintendent's designee (s).

**SUPERVISORY RESPONSIBILITIES:**

Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.

**QUALIFICATION/REQUIREMENTS**

1. Valid Alabama Professional Educator Certificate (**PREFERRED**).
2. Coaching experience is highly desirable.
3. Demonstrated competence in written and oral communication.
4. Must possess knowledge of the rules, regulations, strategies, and techniques of the sport.
5. Must possess an in-depth working knowledge of the rules, regulations, and requirements of the Alabama High School Athletic Association (AHSAA).
6. Must possess effective coaching techniques and skills.
7. Must possess the ability to establish and maintain effective working relationships with school administrators, governing organizations (e.g. AHSAA), opponents, staff, parents, and students.
8. Must demonstrate good organizational skills.
9. Must be adept at developing and managing budgets.
10. Must emphasize the importance of a well-rounded education for all players.
11. Must be willing to be involved in the Decatur community.

**PERSONAL ATTRIBUTES:**

This position will be filled by a person who possesses high moral and ethical standards. In addition, candidates should exhibit professionalism as demonstrated through their work experience, professional activities, and demeanor.

**LANGUAGE SKILLS**

Ability to read, analyze, and interpret reports, and legal documents. Ability to respond to common inquiries or complaints from students, teachers, parents, regulatory agencies and members of the business community. Ability to write, speak and present information effectively.

**MATHEMATICAL SKILLS:**

Ability to work with mathematical concepts and interpret data.

**REASONING ABILITY:**

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

**CERTIFICATES, LICENSES, REGISTRATIONS:**

Valid Alabama Professional Educator Certificate (**PREFERRED**)

Valid Alabama Driver's License

**PHYSICAL DEMANDS:**

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

The employee must occasionally lift, push, pull, carry, and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust focus.

**WORK ENVIRONMENT:**

The noise level in the work environment is moderate to high.

**TERMS OF EMPLOYMENT:** Contracted position (Negotiable)

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: 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.

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.

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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