



## POSITION

TEAMS Classroom Teacher (Math and Science)  
MAEF Public Charter Schools (MPCS)  
Mobile, Alabama

Reports to: Principal

Salary: Salary Schedule for TEAMS Teachers 2026-2027 (189 days)  
Additional compensation based on years of experience and degree level  
Performance Incentives based upon network academic performance

## Position Overview

ACCEL Academy, recognized throughout for its forward-thinking and progressive culture, is seeking classroom teachers. Effective teachers who continually learn and set high expectations are the key to student academic achievement and success. At MAEF Public Charter Schools, we believe students will rise to meet the high expectations our team of educators set. The ideal candidate for this role will possess a genuine concern for students and their subject, resilience, a growth mindset, adaptability, and passion. We hope to develop a genuine community of practice in which teachers play a vital role in developing curriculum and instructional strategies for educating students.

## Essential Functions

- Develop lesson plans that ensure the attainment of state learning standards and the additional specific grade-by-grade learning standards outlined in the network.
- Coordinate lesson plans with other teachers to maximize possibilities for teaching similar topics in the same general time frame; thus, reinforcing student knowledge on an interdisciplinary basis.
- Provide direct and indirect instruction.
- Conduct long and short-term planning, addressing the individual needs of students.
- Prepare students adequately for all required assessments.
- Evaluate student's progress through frequent formative assessments.
- Provide an inviting, exciting, innovative learning environment.
- Engage in effective and appropriate classroom management.
- Report directly to the Principal.
- Accept and incorporate feedback and coaching from administrative staff.
- Serve as an advisor to students, overseeing their academic and behavioral progress.
- Perform other duties, as deemed appropriate, by the Principal.



Ability to:

- Demonstrate communication skills-model correct use of language, oral and written.
- Engage the interest of school-age children.
- Work with diverse children, including those with special needs.
- Be flexible and work in a pleasant and cooperative manner.
- Work well with parents.
- Work effectively as a team member.
- Evaluate tests and measurements of achievement.
- Possess a high degree of professionalism and discretion.
- Demonstrate willingness to be held accountable for student results.

Required Qualifications

- Bachelor's degree from a 4-year accredited college or university
- Valid teaching certification in middle and high school math and science; or valid license required for the employment content area
- Demonstrated expertise in the subject matter and/or direct subject-area teaching experience
- Teach full-time approved math and/or science courses in grades 6-12 with the appropriate endorsements and
- Currently hold or plan an advanced credential from either the National Institute for or STEM Education or National Board for Professional Teaching Standards (NBPTS) Certification in math or science.

Terms:

Nine (9) month, 189-day contract with a salary established by the Board in terms of the Administrative Provisions and based on experience and qualifications.

Salary: Salary Schedule for TEAMS Teachers 2026-2027

Additional salary is based on years of experience and degrees.

Performance incentives based upon network academic performance.

Benefits: Full-time employees receive health benefits through the Alabama Public Education Employees' Health Insurance Program (PEEHIP) and retirement benefits through the Alabama Teacher Retirement System.

The board members seek a transformational educator who will lead the personalized learning environment. All interested candidates should apply and adhere to the following steps:



1. Email your resume and cover letter to:  
[jobs@accelacademymobile.com](mailto:jobs@accelacademymobile.com).  
Note: Your cover letter must include a response to the following essay question: In 100-400 words, please explain why you are an excellent candidate to lead the students of ACCEL Academy, including any experience and specific data/accomplishments that will demonstrate your ability to meet and/or surpass the goals and mission of ACCEL Academy.
2. All correspondence regarding your application will be sent via email to the email address you place on your resume. Please make sure you enter your address correctly and check your email regularly. If your email account utilizes a SPAM filter, it is your responsibility to identify “@accelacademymobile.com” addresses as “safe” so that you are able to receive email messages from these addresses or save this email address as a contact.
3. All inquiries regarding this position should be emailed to [jobs@accelacademymobile.com](mailto:jobs@accelacademymobile.com).
4. All applicants must apply through Hire True. If you do not have a Hire True account, please click the link to register in Hire True. [Candidate Registration for Hire True-PC](#) or [Candidate Registration for Hire True-Phone](#)
5. If you have a Hire True account, [Apply Here](#). Be sure the school system is listed as ACCEL Day and Evening Academy.

Candidates will be evaluated in accordance with their qualifications as well as professional accomplishments with an emphasis on adherence to the application process.

*The community and students we serve are diverse, and we are committed to reflecting that diversity in our staff. We strive to have the most diverse applicant pool possible. Thus, we encourage individuals of all backgrounds to apply for any position at ACCEL Day and Evening Academy. By fostering a diverse and inclusive environment, we provide the best educational experience to prepare our students for a future reflective of the world in which we live.*

ACCEL does not discriminate on the basis of age, race, color, sex, sexual orientation, religious preference, marital status, disability, national origin, or any other reason prohibited by state or federal law. Employees of the network are required to comply with the provisions of Title VII of the Civil Rights Act and Title IX of the 1972 Educational Amendments.

Alabama school boards are required by state law to verify the employment eligibility of newly hired employees by using the federal E-Verify program. New employees are required to provide a Social Security number, an unexpired identity document that contains a photograph, and other acceptable documents that establish employment eligibility. In addition to determining whether a new hire is authorized to work in the United States, E-Verify will confirm that the employee's name and Social Security number match.



All applicants must pass a background check through the Alabama State Department of Education to be eligible for employment.

I have read and understand this job description. My signature acknowledges that I am capable of performing the essential functions of this position with or without reasonable accommodations.

\*Employee Signature: \_\_\_\_\_ Date:\_\_\_\_\_

Employee Printed Name: \_\_\_\_\_