



Secondary Math and Science Stipend Guidelines 2017 – 2018 School Year Only

Purpose

The purpose of the math and science stipend is to recruit and retain employees in hard-to-fill areas.

Expectations

The expectations include, but are not limited to, activities such as:

- Additional data analysis to target support to address individual student needs
- Increased planning and preparation to create exemplary lessons that focus on content standards and increase student engagement
- More frequent grade level/course level collaboration
- Increased attendance at professional development
- Increased contact and communication with parents
- Outside of class time tutoring/support and remediation
- Sponsor science/math clubs, such as Science Bowl, Jets, UIL Competitions

Criteria

Secondary math and secondary science teachers are eligible to receive lump-sum stipends up to \$990 annually based on the subject they teach and the number of class periods taught in the critical needs area.

- Teachers must be designated as math or science teachers in the Human Resources system by his/her principal. Out-of-State and probationary teachers are also eligible to receive this stipend.
- Teachers must be fully certified in the area of math or science. "Fully certified" means the teacher of record possesses the certification credentials to teach the subject matter in the assigned course and is "highly effective" under the Every Student Succeeds Act (ESSA).
- Fully certified special education teachers in a co-teach assignment who are also fully certified in the assigned course in math or science will be eligible to receive the stipend
- Stipends will be distributed as follows, based on the percentage they are assigned to teach math or science each semester.
 - If a teacher teaches 6 or more class periods in the critical needs area - \$990 annually
 - If a teacher teaches 5 class periods in the critical needs area - \$825 annually
 - If a teacher teaches 4 class periods in the critical needs area - \$660 annually
 - If a teacher teaches 3 class periods in the critical needs area - \$495 annually
 - If a teacher teaches 2 class periods in the critical needs area - \$330 annually
 - If a teacher teaches 1 class period in the critical needs area - \$165 annually
- High school instructional math and science deans are eligible for up to half of the stipend based on the certification and highly effective criteria above.
- Middle school math and science instructional coaches are eligible for the full stipend based on the certification and highly effective criteria above.

Payment Distribution

Secondary Math and Secondary Science lump-sum stipends will be validated and paid based on the number of class periods taught each semester. Payments will be distributed in the January and the May paychecks.

General Information

The above stipend will be reviewed and verified by campus officials. The Human Resources Department will establish the deadlines for submission.

The above guidelines are approved for the 2017 - 2018 school year only. This stipend is scheduled to be reduced for the 2018-19 school year. The District has the authority to eliminate the stipend or revise the eligibility criteria from one school year to the next.

The above-referenced guidelines for qualification to receive stipends represent the minimum requirements. Based upon each campus' needs, the District permits principals, at their discretion, to impose additional requirements or duties to the above guidelines in order to receive the stipend.



Bilingual and ESL Stipend Guidelines 2017 – 2018 School Year Only

Bilingual Stipend (Pre-K through Grade 8)

Pre-K through 8th grade general education teachers who are assigned to teach and serve as the bilingual teacher (one-way or two-way dual language model) or campus bilingual instructional coach at a bilingual campus or Pre-K site will be eligible to receive a bilingual stipend up to \$3,000 annually.

Criteria:

Teachers eligible for the bilingual stipend must:

- be designated as a bilingual teacher of record (one-way or two-way dual language model), in the Human Resources system by his/her principal **or**
- be designated a campus bilingual instructional coach in the Human Resources system by his/her principal; **and**
- be certified in bilingual education as a Bilingual Generalist EC-4, Bilingual Generalist EC-6, Bilingual Generalist 4-8, Bilingual Supplemental, or hold a Bilingual/ESL Life Certificate.

This stipend does not apply to music teachers, librarians, physical education teachers and core content area instructional coaches or instructional intervention teachers who may also work at a bilingual campus.

Payment Distribution:

This stipend will be paid in two lump payments based on the following schedule:

PERIOD	AMOUNT	PAY MONTH
• 1 st semester	\$1500	January
• 2 nd semester	\$1500	May

Bilingual Special Education Stipend (Pre-K through Grade 5)

Pre-K through 5th grade bilingual special education teachers who are assigned to teach and serve as a bilingual special education teacher at a bilingual campus will be eligible to receive a bilingual stipend up to \$3,000 and special education stipend of up to \$1,000 annually for a total of up to \$4,000 annually.

Criteria:

Bilingual special education teachers eligible for the stipend must:

- be fully certified in special education **and**
- be fully certified in bilingual education as a Bilingual Generalist EC-4, Bilingual Generalist EC-6, Bilingual Generalist 4-8, Bilingual Supplemental, or hold a Bilingual/ESL Life Certificate, **and**
- provide direct instruction to bilingual special education student(s) through one of the following:
 1. Special Education setting (Resource or Specialized Support)
 2. General education support as a co teacher
 3. General education support as instructional facilitator

Payment Distribution:

This stipend will be paid on the following schedule:

PERIOD	AMOUNT	PAY MONTH
• 1 st semester	\$2000	January
• 2 nd semester	\$2000	May

Elementary ESL Stipend

Pre-Kindergarten –through 5th grade teachers serving as the ESL teacher for English Learners in need of ESL services will be eligible to receive the elementary ESL stipend up to \$1500 annually.

Criteria:

ESL teachers eligible for the ESL stipend must:

- be designated as the ESL or refugee teacher of record in the Human Resources system by his/her principal; **and**
- be certified in ESL as an ESL Generalist EC-4, ESL Generalist EC-6, ESL Generalist 4-8, ESL Supplemental with appropriate base certification, Bilingual Generalist EC-4, Bilingual Generalist EC-, Bilingual Generalist 4-8, or hold a Bilingual/ESL Life Certificate.

Every attempt should be made to cluster students together in groups of no more than 5 students per class. For continuity of services, students should remain with assigned teacher for the entire school year.

This stipend does not apply to music teachers, librarians, physical education teachers, special education teachers, core content area Instructional Coaches, and instructional intervention teachers.

This stipend will be paid in two lump payments for based on the following schedule:

PERIOD	DATES	AMOUNT	PAY MONTH
• 1 st semester	Aug 28 – Dec 22	\$750	January
• 2 nd semester	Jan 8 – Jun 8	\$750	June

Secondary ESL Stipend

Only secondary teachers serving as the ESL teacher of record for English Learners in need of ESL serves are eligible for an ESL stipend up to \$1500 annually.

ESL teachers eligible for the ESL stipend must:

- be designated as an English Language Arts ESL teacher, Reading ESL, or refugee teacher of record in the Human Resources system by his/her grade level by his/her principal **or**
- be designated a campus bilingual instructional coach in the Human Resources system by his/her principal; **and**
- be certified in ESL as an ESL Generalist 4-8, ESL Supplemental with Generalist 4-8, English/Language Arts/Reading 4-8, English/Language Arts/Reading/Social Studies 4-8, English/Language Arts/Reading 8-12, English 6-12 (as appropriate to the grade level taught) [applies to middle schools], or Bilingual/ESL Life certificate [applies to middle schools and high schools], or English 6-12; English/Language Arts/Reading 8-12 with ESL Supplemental (high school).

This stipend does not apply to music teachers, librarians, physical education teachers, special education teachers, co-teachers (not teacher of record), core content area instructional coaches, and instructional intervention teachers.

This stipend will be paid in two lump payments for based on the following schedule:

PERIOD	AMOUNT	PAY MONTH
• 1 st semester	\$750	January
• 2 nd semester	\$750	June

General Information

Teachers are eligible for either the Bilingual stipend or the ESL stipend, not both. Out-of-State teachers on a one year and probationary certificate with ESL credentials are eligible to receive this stipend. Teachers on an ESL waiver are **not** eligible for this stipend until they receive the Texas ESL certification.

All stipends will be reviewed and verified by campus officials. The Human Resources Department will establish the deadlines for submission.

The above guidelines are approved for the 2017-2018 School Year only. The District has the authority to eliminate the stipend or revise the eligibility criteria from one school year to the next.