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Nation's Best

February 22, 2008

## Aldine Independent School District

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### Critical Needs Supplement

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Teachers can receive up to \$4,000 based on the subject they teach and the number of classes taught in the critical needs area. Critical needs supplements are paid for the following areas:

- Bilingual (all levels) \$4,000

(The supplement for Title I teachers will be paid through the school's Title I budget.)

- 7 th -12 th Math, Science, and Reading \$3,000

(Science teachers must be certified in the science they are teaching. For example, teachers teaching IPC must be certified in physical science, chemistry, physics, science composite, or science 8-12.)

- Special Education (all levels): GAP, life skills, visually impaired, hearing impaired, autistic, and orientation and mobility \$3,000
- ESL (all levels) \$2,000
- Montessori \$1,500

To be eligible for the supplement

- Teachers **must be fully certified** in the critical needs area. Teachers in an alternative certification program will not be eligible for the critical needs supplement until they receive their five-year certificate.
- Teachers must be teaching during the regular school day. Teachers who teach in a critical needs area during a zero period will not be eligible for the supplement.
- Bilingual teachers must serve bilingual students at least 50% of the day.
- Title I bilingual teachers must serve bilingual students at least 50% of the day.

Skills specialists are not eligible for the critical needs supplement.

Teachers teaching in two critical needs areas will receive the higher of the two supplements for which they are eligible. For example, teachers teaching ESL as well as 7 th - 12 th reading will receive \$3,000.

Supplements will be distributed as follows:

#### Bilingual: 6 Teaching Periods

If a teacher teaches 6 periods in the critical needs area - \$4,000 annually  
 If a teacher teaches 5 periods in the critical needs area - \$3,333.33 annually  
 If a teacher teaches 4 periods in the critical needs area - \$2,666.67 annually  
 If a teacher teaches 3 periods in the critical needs area - \$3,000 annually  
 If a teacher teaches 2 periods in the critical needs area - \$1,337.33 annually  
 If a teacher teaches 1 period in the critical needs area - \$666.67 annually

#### Bilingual: 5 Teaching Periods

If a teacher teaches 5 periods in the critical needs area - \$4,000 annually  
 If a teacher teaches 4 periods in the critical needs area - \$3,200 annually  
 If a teacher teaches 3 periods in the critical needs area - \$2,400 annually  
 If a teacher teaches 2 periods in the critical needs area - \$1,600 annually  
 If a teacher teaches 1 period in the critical needs area - \$800 annually

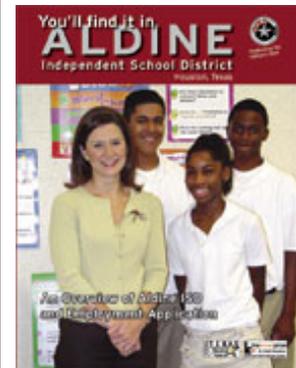
#### Bilingual: 4 Teaching Periods

If a teacher teaches 4 periods in the critical needs area - \$4,000 annually  
 If a teacher teaches 3 periods in the critical needs area - \$3,000 annually  
 If a teacher teaches 2 periods in the critical needs area - \$2,000 annually  
 If a teacher teaches 1 period in the critical needs area - \$1,000 annually

#### Bilingual: 3 Teaching Periods

If a teacher teaches 3 periods in the critical needs area - \$4,000 annually  
 If a teacher teaches 2 periods in the critical needs area - \$2,666.67 annually  
 If a teacher teaches 1 period in the critical needs area - \$1,333.33 annually

Special Education, Math, Science, Reading (as noted above): 6 Teaching Periods



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If a teacher teaches 6 periods in the critical needs area - \$3,000 annually  
 If a teacher teaches 5 periods in the critical needs area - \$2,500 annually  
 If a teacher teaches 4 periods in the critical needs area - \$2,000 annually  
 If a teacher teaches 3 periods in the critical needs area - \$1,500 annually  
 If a teacher teaches 2 periods in the critical needs area - \$1,000 annually  
 If a teacher teaches 1 period in the critical needs area - \$500 annually

Special Education, Math, Science, Reading (as noted above): 5 Teaching Periods

If a teacher teaches 5 periods in the critical needs area - \$3,000 annually  
 If a teacher teaches 4 periods in the critical needs area - \$2,400 annually  
 If a teacher teaches 3 periods in the critical needs area - \$1,800 annually  
 If a teacher teaches 2 periods in the critical needs area - \$1,200 annually  
 If a teacher teaches 1 period in the critical needs area - \$600 annually

Special Education, Math, Science, Reading (as noted above): 4 Teaching Periods

If a teacher teaches 4 periods in the critical needs area - \$3,000 annually  
 If a teacher teaches 3 periods in the critical needs area - \$2,250 annually  
 If a teacher teaches 2 periods in the critical needs area - \$1,500 annually  
 If a teacher teaches 1 period in the critical needs area - \$750 annually

Special Education, Math, Science, Reading (as noted above): 3 Teaching Periods

If a teacher teaches 3 periods in the critical needs area - \$3,000 annually  
 If a teacher teaches 2 periods in the critical needs area - \$2,000 annually  
 If a teacher teaches 1 period in the critical needs area - \$1,000 annually

ESL: 6 Teaching Periods

If a teacher teaches 6 periods in the critical needs area - \$2,000 annually  
 If a teacher teaches 5 periods in the critical needs area - \$1,666.65 annually  
 If a teacher teaches 4 periods in the critical needs area - \$1,333.32 annually  
 If a teacher teaches 3 periods in the critical needs area - \$1,000 annually  
 If a teacher teaches 2 periods in the critical needs area - \$666.66 annually  
 If a teacher teaches 1 period in the critical needs area - \$333.33 annually

ESL: 5 Teaching Periods

If a teacher teaches 5 periods in the critical needs area - \$2,000 annually  
 If a teacher teaches 4 periods in the critical needs area - \$1,600 annually  
 If a teacher teaches 3 periods in the critical needs area - \$1,200 annually  
 If a teacher teaches 2 periods in the critical needs area - \$800 annually  
 If a teacher teaches 1 period in the critical needs area - \$400 annually

ESL: 4 Teaching Periods

If a teacher teaches 4 periods in the critical needs area - \$2,000 annually  
 If a teacher teaches 3 periods in the critical needs area - \$1,500 annually  
 If a teacher teaches 2 periods in the critical needs area - \$1,000 annually  
 If a teacher teaches 1 period in the critical needs area - \$500 annually

ESL: 3 Teaching Periods

If a teacher teaches 3 periods in the critical needs area - \$2,000 annually  
 If a teacher teaches 2 periods in the critical needs area - \$1,333.33 annually  
 If a teacher teaches 1 period in the critical needs area - \$666.67 annually

Critical needs supplements will be paid in two installments: 1/2 of the annual amount in October and 1/2 in March of each year.

The teacher will lose the critical needs supplement immediately when he/she is no longer teaching in the critical needs area or no longer certified to teach in a critical needs area. Teachers will not receive the critical needs supplement until all paperwork is complete in the Human Resources Department. If a critical needs teacher is employed after the school year starts, the critical needs supplement will be prorated on a daily basis.

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Aldine Independent School District does not discriminate against persons because of race, creed, national origin, age, sex, disabilities, economic status or language disability in employment, promotion or educational programming. Any complaints or grievances which cannot be solved at campus level through the principal may be submitted in writing to Dr. Archie Blanson, Deputy Superintendent, 14910 Aldine Westfield Rd., Houston, TX 77032.