



Bilingual and ESL Stipend Guidelines 2019 – 2020 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 as a campus bilingual instructional coach in the Human Resources system by his/her principal; **and**
- be fully certified in bilingual education

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 sum* payments based on the following schedule:

Period	Amount	Pay Month
1 st Semester	\$1,500	January
2 nd Semester	\$1,500	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; **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 in two lump sum* payments based on the following schedule:

Period	Amount	Pay Month
1 st Semester	\$2,000	January
2 nd Semester	\$2,000	May

ESL Stipend (Pre-K through Grade 12)

Designated elementary and secondary level ESL/Newcomer/Refugee teachers will be eligible to receive an ESL stipend up to \$1,500 annually.

Criteria:

ESL teachers eligible for the stipend must:

- be designated as either an elementary or secondary ESL/Newcomer/Refugee **teacher of record** in the Human Resources system by his/her principal **and**
- be fully certified in the grade/subject area and ESL

This stipend does not apply to elementary grade level ESL teachers, secondary English Language Arts/Reading teachers, music teachers, librarians, physical education teachers, special education teachers, co-teachers (not teacher of record), core content area instructional coaches, and instructional intervention teachers.

Payment Distribution:

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

ESL/Newcomer/Refugee

Period	Amount	Pay Month
1 st Semester	\$750	January
2 nd Semester	\$750	May

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 if they meet the criteria. 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 2019-2020 School Year only. If the stipends are approved for next year, eligible employees will be identified by their campus and payment will be distributed monthly versus in lump sum payments. The District has the authority to eliminate these stipends or revise the eligibility criteria from one school year to the next.