



General Benefit Highlights:

- Competitive Salaries!
- \$1,000 incentives for Advanced Degrees!
- Section 125 Cafeteria Benefit Plan!
- Non-resident student transfers for full time employees' children!

Duncanville ISD Teacher Benefits:

- Signing bonuses and annual stipends for critical need areas for fully certified teachers!
- All classrooms have a telephone and voicemail for the teacher!
- Teachers receive a laptop computer!
- Standard classrooms have an interactive projector, document camera, ceiling-mounted speakers and a microphone system!
- K-12 classrooms have access to various devices such iPads, student laptops and mobile laptop carts!

Incentives

Position	Signing Bonus Amount	Annual Stipend Amount
Bilingual Education *	\$5,000 To be paid 1/2 first year (lump sum), 1/2 second year (lump sum)	\$4,000
Special Education **	\$2,000 All Special Education teaching assignments	\$5,000 VI certified only
Mathematics: (Grades 7 - 12)	\$1,000 Math certified and 24 hours of math	\$2,500
Foreign Language: (Grades 7 - 12)	\$1,000	\$2,500
Sciences: (Grades 9 - 12)	\$1,000	\$2,500
Computer Sciences (programming only): (Grades 7 - 12)	\$1,000	\$2,500

* Bilingual: Must be renewed and returned to work for second year payment

Signing bonuses and stipends will be paid contingent upon verification of standard certification (permits, emergency certification, probationary and intern, do not qualify; full out-of-state certification does qualify for one year only), and passing of the criminal records background check. If the newly-hired employee who received a signing bonus fails to complete the school year for the district, then the signing bonus shall be fully refunded to the district.