

**South Texas ISD
Master's Degree in Teaching Field Incentive Program
Earning a Master's Degree Mid-Year**

Rationale: South Texas ISD encourages classroom teachers to obtain a Master's Degree in their content that will increase their knowledge in their subject area. Additional goals of this incentive are to encourage classroom teachers to:

1. Complete a Master's Degree in their teaching field
2. Demonstrate for students and colleagues the value of lifelong learning
3. Stay in the classroom working directly with students and instruction
4. Become eligible to teach dual credit high school and college classes
5. Improve College Board Advanced Placement classroom instruction

Implementation: Beginning in the 2020-2021 school year, classroom teachers will receive a pay stipend as an incentive for receiving a Master's Degree in their teaching field from an accredited college or university. Classroom teachers who prior to the 2020-2021 school year have completed a Master's Degree in an approved field shall be eligible and included in this incentive program. New teachers will also be eligible for the incentive program.

The Master's Degree in Teaching Field will be paid in addition to the district's salary schedule and other supplements annually approved by the South Texas ISD Board of Directors. This incentive pay shall be added to the annual pay, divided by twelve months, and included in the regular monthly paychecks throughout the school year.

Definitions and Guidelines:

Accredited College or University - Institutions must be accredited by one of the major regional accrediting associations (i.e. Southern Association of Colleges and Schools).

Approved Field-Master's Degree must be in a subject area in which the classroom teacher is certified to teach. Degrees whose primary focus is administration, supervision, instructional technology, curriculum, diagnostician, special education, library science, and counseling do not qualify. The determination of whether an authorized degree plan is in an approved field will be made by the Superintendent after considering all relevant factors.

Classroom Teacher -Teacher who works in the classroom providing direct instruction to students at least 50% of the normal teaching course load.

School Year - September 1 through August 31 of each school year.

The procedure to obtain the master's degree in a teaching field post-hire is as follows:

- Teachers must notify their Campus Principal and the Office of Human Resources of the intent to obtain a master's degree in the teacher's final semester of the master's program by completing the Master's Degree in a Teaching Field Application.
- Acceptance of college credits and degrees will follow DBA (Local), Credentials and Records Policy.
- Master's Degree salary increases will only be implemented in the new budget year (September 1).
- Teachers must submit official transcripts documenting the master's degree to the Department of Human Resources by July 31 along with the Master's Degree in a Teaching Field Application in order to receive credit for the new school year.



Always Innovating

**South
Texas ISD**

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**South Texas ISD
Master's Degree in Teaching Field Incentive Program
Application**

Employee Name: _____

Employee #: _____

Campus: _____

Position: _____

Current Teaching Field: _____

College/University: _____

Degree Earned: _____

Date Awarded/Conferred: _____

Official transcripts should be sent to Human Resources in order for the application process to be complete.