



Duncanville ISD Benefits and Incentives

School Year 2021-22

General Benefit Highlights

- Competitive Salaries
- District monthly contribution of \$301 to health insurance premium
- Non-resident student transfers for full time staff's children
- Free PK-3 and PK-4 for staff member's children

Teacher Benefits

- \$1,000 incentives for Advanced Degrees!
- 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!

Teacher Incentives

Position	Signing Bonus Amount	Annual Stipend Amount
Bilingual Education *	\$7,000 To be paid 1/2 first year (lump sum), 1/2 second year (lump sum)	\$5,000
Special Education	\$2,000 All Special Education teaching assignments	\$5,000 VI certified only
Mathematics: (Grades 7 - 12)	\$2,000	\$3,500
Foreign Language: (Grades 7 - 12)	\$2,000	\$3,500
Sciences: (Grades 7 - 12)	\$2,000	\$3,500
CTE: (Grades 7 - 12)	\$2,000	\$3,500 Computer Science and Health Science Only
English I & II; US History**	\$2,000	\$3,500

- *Bilingual: Must be renewed and returned to work for second year payment
- Signing bonuses and stipends will be paid contingent upon verification of full certification (permits, emergency certification, etc., do not qualify; full out-of-state certification does qualify for one year only), and passing of the criminal records background check. If the new hire 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. Additional restrictions may apply to signing bonuses for rehired staff.
- **Signing Bonus & Stipend contingent upon verification of sections taught (75% required)