



Dallas ISD Compensation Programs are designed to ensure that each component of our rewards program promotes an atmosphere that attracts, motivates and retains high performing employees while providing support to the organizational mission of educating all students for success!

Q: Am I eligible to receive the Bilingual stipend?

A: To be eligible for the Bilingual stipend, you must meet the following criteria:

1. Currently serve in an eligible job code (you can verify your job code in your Job Title on your Statement of Earnings).

Bilingual Stipend Eligible Job Codes					
\$4,000 Eligibility Amount			\$3,000 Eligibility Amount		
60F0	60B0	6064	6870	6890	6750
61F0	61B0	6065	6880	6935	2713
6121	6060	6066	6785	6938	
60KB	6061		6310	6910	
60HB	6062		6110	6940	
60PO	6063		6786	6945	

2. Currently a Full-Time employee
3. Have a valid Texas teaching certification approved by the Texas Education Agency (TEA) or respective professional license and pass the Bilingual Target Language Proficiency Test (BTLPT) offered by TEA. Professional support employees must take and pass the Language Testing International (LTI), Speaking ACTFL OPI 30-minute exam.
4. Complete 3.5 additional hours of professional development as defined by the Dual Language ESL Department specific to the Bilingual stipend qualification.

Q: I am currently serving in an eligible job code but, do not have a certification. How do I become certified?

A: To become certified, please visit tea.texas.gov regarding test registration and certification information.

Q: How do I know if I am certified?

A: Log-in to your TEA account and confirm the BTLPT certification is valid under your certifications tab. Professional Support employees must submit official test results of their LTI assessment to certification@dallasisd.org

Q: Now that I meet all of the above criteria, when will the Bilingual stipend show up on my paycheck?

A: The Bilingual stipend is a 9-month stipend that begins payout in December and ends in August.

Q: If I became eligible to receive the Bilingual stipend after the start date of my position, what does that mean for my stipend?

A: If you became eligible to receive the Bilingual stipend after the respective start date of your position, your eligibility would be considered late and the stipend will be prorated as follows: Stipend amount divided by total number of workdays for your position is your daily stipend rate. Multiply the daily stipend rate by the remaining number of workdays for your position to get the prorated stipend amount. Divide the prorated stipend amount by the remaining number of monthly pay periods to get the gross monthly stipend amount expected per pay period.

Example: A bilingual teacher serving 187 workdays hired on October 2, 2024, who is eligible for \$4,000 Bilingual stipend.

$\$4,000$ divided by 187 days = $\$21.39/\text{day}$. Multiply by 145 remaining workdays (10/2/2024 to 5/23/2025) = $\$3,101.60$ for the 2024-2025 school year. Divide $\$3,101.60$ by 9 remaining number of monthly pay periods for the stipend = $\$344.62$ per month.

Q: How does the stipend show up on my pay check?

A: In the earnings portion, there will be an additional line item description with a value shown as "BL STIP 9 MO."

Q: Is the bilingual stipend considered a part of my salary?

A: No. Stipends and other supplemental earnings are not considered a part of your salary as they are not guaranteed wages. Supplemental earnings will not be included in base salaries quoted by the Compensation Department. Supplemental earnings ARE a part of your total compensation during the time period you are eligible to receive them.

Q: Is the Bilingual stipend and the Bilingual incentive the same earning?

A: No. The Bilingual incentive is a signing incentive for newly hired eligible employees who support the District's critical shortage objectives for Elementary Bilingual teachers. The Bilingual stipend is for all eligible full-time, employees who are providing bilingual service for the District.

Q: If I receive a promotion, do I continue to receive payment for the Bilingual stipend?

A: It depends. If you are promoted into a position that is eligible for the Bilingual stipend, then you may continue to receive payment for the stipend at the respective eligibility amount of the new position. If you are promoted into a position that is not eligible for the Bilingual stipend, then the stipend payout will end.

Q: Do I have to pay back the stipend amount I received once I become ineligible?

A: You will be paid the Bilingual stipend for as long as you are eligible. Any additional amount that was paid to an employee outside of the Bilingual stipend eligibility will be recovered.

Q: I heard that Human Capital Management offers a test in lieu of the TEA BTLPT certification. Is this true?

A: The Human Capital Management Department no longer offers a proficiency exam as in previous years. The department will only observe bilingual certifications approved by the Texas Education Agency.

Q: I just received a salary offer from Human Capital Management. Does the salary also include the Bilingual

stipend?

A: No. Supplemental earnings will not be included in base salaries offered by the Compensation Department.

Q: If I move campuses, do I continue to receive payment for the Bilingual stipend?

A: It depends. If you move campuses but remain in a position that is eligible for the Bilingual stipend, then you may continue to receive payment for the stipend at the respective eligibility amount of the new position. If you are moved into a position that is not eligible for the Bilingual stipend, then the stipend payout will end.

Q: Do I receive more than the \$4,000 Bilingual stipend if I work more than 187 days?

A: No. The stipend payment is either \$4,000 or \$3,000 regardless of how many workdays your position is assigned to work.

Q: Does the Bilingual stipend count towards my TRS retirement?

A: Yes, the Bilingual stipend is counted and reported to TRS as a part of your annual earnings for the year in which you received the stipend.

Q: I am a part-time Bilingual teacher; do I still receive the Bilingual stipend?

A: No. Only full-time employees are eligible to receive the Bilingual stipend.

Q: I have more questions regarding my Bilingual certification eligibility, who do I contact?

A: You can always reach out to the Compensation Department at notifycompSUPL@dallasisd.org; the Certifications Department at Certification@dallasisd.org , the Dual Language ESL Department at BilingualESL@dallasisd.org if you have any further questions.