

COMPENSATION AND BENEFITS
INCENTIVES AND STIPENDS

DEAA
(REGULATION)

STIPENDS FOR
BILINGUAL STAFF

This regulation refers to the stipend that is paid to classroom teachers, interventionists, and other key staff members in order to attract and retain bilingual staff to meet the needs of the English language learners in Pflugerville ISD. This includes identified Speech Language Pathologists, LSSPs, special education teachers, and other key positions designated by the Superintendent.

To be eligible to receive the appropriate bilingual stipend, staff members must:

- 1) hold the appropriate Texas bilingual teaching credential (only if teaching in a bilingual classroom or Spanish Immersion classroom); and
- 2) regularly provide services to ELLs for whom the LPAC has recommended ESL or bilingual education and for whom the parents have granted, in writing, permission to participate in the District ESL or bilingual education program.

Biliteracy teachers who hold the appropriate Texas bilingual teaching credential will also be eligible for the bilingual stipend.

Qualifying staff who do not work an entire contract year will receive a pro-rated stipend.

Staff members who are involuntarily moved from a qualifying position after July 1 will continue to receive the appropriate bilingual stipend for the remainder of that school year only.

Employees who received the bilingual stipend for the 2014-15 school year and remain as PfISD employees and continue to meet the stipulations in this regulation will continue to receive the stipend for 2015-16 and 2016-17 so long as they have no break in service in the position in PfISD during this time. Beyond the 2016-17 school year, those employees receiving the bilingual stipend but who are not in positions identified in paragraph one of this regulation will no longer receive the bilingual stipend.