

INCENTIVES AND STIPENDS

DEAA(REGULATION)

STIPENDS/
ADDITIVES

Content stipends/additives are awarded to Teachers of Record and Student Support Personnel who serve in a high need, hard to fill position as defined by Human Resources. Advanced degree stipends recognize the impact of higher education. Masters and Doctorate stipends are awarded to personnel who hold an advanced degree beyond the requirements of the job description. Other stipends are awarded per policy DEAA (LOCAL).

Teachers assigned supplemental duties at the campus level may also qualify for stipends/additives. Supplemental duty assignment does not create a property right to the supplemental pay. These additives are non-annualized and paid out at the end of the school year.

Stipends/additives are awarded per the Board approved Compensation Plan and may be dependent upon available funds. The listing of approved stipends/additives in the Compensation Plan is not a requirement of disbursement, it is an approval to pay per the limitations and qualifications.

Bilingual
Additive

- 1) A fully certified bilingual teacher of record in a Pre-K through 6th grade elementary bilingual classroom or a special education teacher of bilingual students in a special education specialized classroom qualify for the additive.
- 2) Certified Student Support Personnel in high needs hard to fill bilingual assignment qualify for the bilingual additive per the adopted Compensation Plan.

ESL Additive

A teacher shall be eligible for an ESL Stipend according to the teacher assignment, certification, and enrollment of ESL students on the teacher's roster as verified by the Bilingual Department. Eligible persons are:

- 1) Elementary ESL Certified Core Content Teacher of Record, or ESL Certified Special Education Teacher of Record or pull out serving ESL students.
- 2) Secondary ESL Certified Core Content Teacher of Record, or ESL Certified Special Education Teacher serving ESL students in a Resource or Specialized Classroom setting, not including Inclusion or Co-Teach teachers.
- 3) Grandfathered Bilingual and/or ESL stipend additives are discontinued at the end of the 2022-2023 school year for non-qualifying employees.

INCENTIVES AND STIPENDS

DEAA(REGULATION)

ESL Certification Reimbursement	Existing ECISD teachers who obtain an English as a Second Language (ESL) certification are eligible to be reimbursed once for the cost of taking the TExES exam and certification posting. Teachers are responsible for contacting the Bilingual/ESL department regarding required documentation for reimbursement.
Signing/Retention Incentive	Upon initially being hired by the District, a teacher may be eligible for a one-time signing incentive. A Teacher must be placed in a high need, hard to fill position defined by the Human Resource Department in order to be eligible for the signing incentive per the Board approved Compensation Plan. (See Board approved Compensation Plan).
Master's Degree Additive	An employee paid on the teacher step salary schedule (if not a job requirement) shall be eligible for an additive for a Master's degree. Employees who were receiving the \$2,600 general Master's degree additive prior to August 2019 will continue to receive the stipend until their separation of service.
Master Degree Incentive Program	An employee paid on the teacher step salary schedule that has not completed a Master Degree may apply for the Master Degree Incentive Program according to the adopted Compensation Plan.