

STIPEND AGREEMENT
San Antonio Independent School District



Stipend Type:	Departmental				
Discipline:	Bilingual / ESL & Migrant				
Stipend Position:	Elementary ESL Teacher of Record (Certified / Non-Certified)				
Nomination / Selection Office:	See <i>Eligibility Criteria</i> listed below				
Stipend Administrator:	Bilingual / ESL & Migrant Department				
Funding Source:	Local	Fund Code:	TBD	Budget Code:	

**** Elementary ESL Stipend scheduled to end after 2020-21 School Year ****

ELIGIBLE JOB TITLES:	ELIGIBLE CAMPUS TYPES	ANNUALIZED PAYMENT AMOUNT	
		Certified	Pending Certification*
<ul style="list-style-type: none"> Teacher 	Elementary (PK – 5)	\$2,000	\$1,000*

**Payment to Teachers whose Certification is pending will be made on the next scheduled payout date only after full Certification is obtained.*

*^Those Teachers who obtain full certification prior to the beginning of the Spring semester would then be eligible for payment under the **Certified** program guidelines for the May payment.*

Stipend Description

San Antonio Independent School District and the Bilingual/ESL & Migrant Department compensates teachers with a stipend based on implementation of sheltered instructional methods specific to the SAISD Sheltered Instruction and ESL Model.

Eligibility Criteria

Certified:

- Certified ESL Teacher (ESL Supplemental) and/or Bilingual Teacher (Bilingual Generalist, Bilingual Education Supplemental, BTLPT)
- Serving in a campus ESL teaching assignment in grades PK – 5th grade as the teacher of record for English Learners (HR employee position code is ESL)
- Serving a minimum of 5 English Learners*
- Submit current certification information to department by deadline of last school day in September

Non-Certified:

- Actively pursuing ESL certification (ESL Supplemental) and/or bilingual certification (Bilingual Education Supplemental, BTLPT)
- Serving in a campus ESL teaching assignment in grades PK – 5th grade as the teacher of record for English Learners (HR employee position code is ESL)
- Serving a minimum of 5 English Learners*
- Teacher placed on an ESL waiver (obtaining certification) with the state for the district
- Submit receipt of registration for certification exams to department by deadline of January 31st
- Submission of certification information to department by last day of school for teachers placed on waiver

*All ELs must be grouped in only one class per grade level

Key Responsibilities

Certified/Pending Certification:

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- Plan sheltered lessons for newcomers (students with 0-3 years in the US) based on students' initial English language proficiency levels
- Integrate second language acquisition strategies into lesson planning and instructional delivery for growth on TELPAS
- Serve on the LPAC Committee with documentation on LPAC Committee Member Roster in Edugence

Professional Development

Attendance at these Professional Development and Training opportunities is strongly encouraged (except where otherwise noted*):

- Attendance to 7 Steps to a Language Rich Interactive Classroom from Bilingual/ESL & Migrant Department or comparable ESL/Sheltered Instruction Professional Learning course*
- Refer to Bilingual/ESL & Migrant Department Professional Learning Menu for current offerings

Attendance at **7 Steps to a Language Rich Interactive Classroom training (or equivalent) is considered mandatory for Non-Certified program participants*

Supervisory Responsibilities

- None

Administrative Considerations

Departmentalized Campuses with an ESL Program:

- Teachers must be ESL certified to be eligible for this stipend
- Eligibility for the ESL stipend is additionally determined by placement of all English Learners into only one class per grade level
- English Learner class size will be determined by documenting student numbers based on LEP coding in PEIMS in an October snapshot for fall stipend and the last Friday before Spring Break for spring stipend payment
- Only 1 teacher of record per classroom will be considered for the stipend
- Special Education Teachers may receive a bilingual/ESL stipend if they are the teacher of record for an English Learner and properly certified
- Visiting teachers will be granted appropriate stipend based on cooperating agreement with partner country and school regardless of principal assignment
- All documentation must be complete and submitted by payroll deadlines to the Bilingual/ESL & Migrant Department or risk delay in payment until the next stipend distribution dates (Refer to Payroll deadlines for 2020-2021)

Payment Schedule & Additional Considerations

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Elementary ESL Teacher of Record Stipend Payout Schedule		
2020-2021 SCHOOL YEAR		
Payment Timing	Payment Amount	
	Certified	Pending Certification*
December 2020	\$1,000	\$500*
May 2021	\$1,000	\$500*
TOTALS	\$2,000	\$1,000*

**** Elementary ESL Stipend scheduled to sunset after 2020-21 School Year ****

**Payment to Teachers whose Certification is pending will be made on the next scheduled payout date only after full Certification is obtained.*

*^Those Teachers who obtain full certification prior to the beginning of the Spring semester would then be eligible for payment under the **Certified** program guidelines for the May payment.*

SAISD may adjust, prorate or remove payment of the stipend for reasons including the following:

- Leave of Absence taken
- Start date after beginning of school year
- Placed on Administrative Leave
- Separation from the District prior to the completion of each semester
- Reassignment
- Delay in Certification Requirements

Your signature below authorizes the District to withhold funds from future paychecks in repayment of any overpayment or calculation errors of this stipend.

It is the policy of San Antonio ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, gender identity, gender expression, sexual orientation or disability in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended, and SAISD's board policies DIA, FFH, and FFI.

Stipend

Assignment:

Certified ☐

Non-Certified ☐

Effective

Date: _____

Employee

Printed Name: _____

Date: _____

Employee

Signature: _____