



Bilingual and ESL Stipend Guidelines 2026 – 2027 School Year Only

Bilingual Sign-On Bonus

New hire bilingual classroom teachers employed in the dual language program are eligible for a **one-time** sign-on bonus of \$1000.

Additionally, fully certified bilingual classroom teachers employed in the dual language program who relocate to North East ISD from more than 150 miles are eligible for a **one-time** relocation incentive of \$1000.

Bilingual Stipend (Pre-K through Grade 12)

Pre-K through 12th grade general education teachers who are assigned to teach and serve as the bilingual teacher (one-way or two-way dual language model) or campus bilingual instructional coach at a bilingual campus or Pre-K site will be eligible to receive a bilingual stipend up to \$3,000 annually.

Criteria:

Teachers eligible for the bilingual stipend must:

- be designated as a bilingual teacher of record (one-way or two-way dual language model), in the Human Resources system by his/her principal **or**
- be designated as a Dyslexia Teacher in the Human Resources system and support bilingual students at one or more bilingual campus **or**
- be designated as a secondary campus bilingual instructional coach in the Human Resources system by his/her principal **and**
- be fully certified in bilingual education.

This stipend does not apply to music teachers, librarians, physical education teachers and core content area instructional coaches or Title I Intervention teachers who may also work at a bilingual campus.

Payment Distribution:

This stipend will be paid in two lump sum payments based on the following schedule:

Period	Amount	Pay Month
1 st Semester	\$1,500	January
2 nd Semester	\$1,500	May

Bilingual Special Education Stipend (Pre-K through Grade 5)

Pre-K through 5th grade bilingual special education teachers who are assigned to teach and serve as a bilingual special education teacher at a bilingual campus will be eligible to receive a bilingual stipend up to \$3,000 and special education stipend of up to \$1,000 annually for a total of up to \$4,000 annually.

Criteria:

Bilingual special education teachers eligible for the stipend must:

- be fully certified in special education; **and**
- be fully certified in bilingual education; **and**
- provide direct instruction to bilingual special education student(s) through one of the following:
 1. Special Education setting (Resource or Specialized Support)

2. General education support as a co teacher
3. General education support as an instructional facilitator

Payment Distribution:

This stipend will be paid in two lump sum payments based on the following schedule:

Period	Amount	Pay Month
1 st Semester	\$2,000	January
2 nd Semester	\$2,000	May

Secondary ESL Stipend

Secondary ESL Teachers will be eligible to receive a stipend up to \$1,500 annually.

Criteria:

To qualify for the stipend as a Secondary ESL teacher, you must:

- be designated as secondary ESL **teacher of record** in the Human Resources system by his/her principal **and**
- Teach SOL (M0973, M0974, M0975) ESOL (H1021, H1022), ELLA (M0499, M0500, M0504) and ELDA (H7631, H7632)
- be fully certified in the grade/subject area and ESL

This stipend does not apply to music teachers, specials teachers, librarians, physical education teachers, special education teachers, co-teachers (not teacher of record), core content area instructional coaches, and instructional intervention teachers.

Payment Distribution:

This stipend will be paid in two lump payments based on the following schedule based on the assignment:

Period	Amount	Pay Month
1 st Semester	\$750	January
2 nd Semester	\$750	May

General Information

Teachers are eligible for either the Bilingual stipend or the ESL stipend, not both. Out-of-State teachers who hold ESL/Bilingual credentials from another state and are on a one year probationary certificate are eligible to receive this stipend.

Teachers on an ESL waiver or on a bilingual exception are **not** eligible for this stipend until they receive the Texas ESL or Bilingual certification.

All assignments will be reviewed and verified by campus officials. The Human Resources Department will establish deadlines for submission.

The above guidelines are approved for the 2026-2027 School Year only. The District has the authority to eliminate the stipend or revise the eligibility criteria from one school year to the next.