

**Bilingual  
Professionals**

The mission of the District is to maintain quality personnel and a rigorous curriculum and instructional design necessary to meet the challenge of successfully educating an increasingly diverse population in an atmosphere that fosters strong character; encourages academic, physical, and creative achievement; and ensures student safety. One specific goal to accomplish the District's mission is to recruit and retain qualified staff in critical shortage areas as well as reduce the turnover rate on specific campuses. Additionally, the Board supports the assignment of a bilingual administrator at every campus, whenever possible.

For purposes of this regulation, bilingual professionals shall include District-level and campus-level administrators and District-level and campus-level professional support personnel, including, but not limited to, school counselors, nurses, diagnosticians, speech pathologists, and school psychologists.

**Stipends**

In order to recruit and retain bilingual professionals, the Board will grant a stipend to professionals meeting the identified criteria. Stipends are for new and current bilingual professionals meeting the listed criteria. Stipends will be paid monthly, prorated on a daily basis for employees serving less than a full contract year and prorated based upon percentage of day in bilingual assignment (minimum 50 percent). All necessary records and documentation must be on file with the District's office of human resources prior to receiving the stipend.

*Criteria*

To be eligible for a stipend, the bilingual professional must meet the following criteria:

1. Was preferably hired in a professional position posted as bilingual.
2. Achieved appropriate certification for position.
3. Met one of the following:
  - a. Achieved valid Texas certification in bilingual education;
  - b. Achieved valid out-of-state certification in bilingual education;
  - c. Achieved a bachelor's degree or higher in bilingual education;
  - d. Achieved a bachelor's degree or higher in an identified language of need other than English;
  - e. Achieved a passing score on the Texas Oral Proficiency Test (TOPT), the Bilingual Target Language Proficiency

Test (BTLPT), or the Languages Other Than English Test (LOTE); or

- f. Passed local bilingual proficiency exam.