



## Action Item

**Date:** February 9, 2026

**Division:** Superintendent

**Subject:** Bilingual Program Stipend Adjustments

### Background Information:

- Staff conducted a review of stipends, identifying that most stipends are comparable among competitors:
  - Athletic Stipends are unique to each district and there is not a equitable way to compare them
  - All Special Education Stipends are at 100% of the Market
- Bilingual Stipend were found to be below our market group:
  - Current LISD Bilingual Stipend: \$3,500
  - Market Group: 15 reporting \$4,570
  - Competitor Districts in Market Group:
    - Frisco ISD: \$4,000
    - Plano ISD: \$5,000
    - Garland ISD: \$4,000
    - McKinney: \$3,000
    - Irving: \$4,000
    - Northwest: \$6,000

### Administrative Consideration:

- Staff are recommending to increase the Bilingual Teaching Stipend to \$4,000 an increase of \$500 from the current stipend amount.
- Staff have made recommendations about adjustment to the Bilingual Dual Language Program as a result of school improvement review resulting from Turnaround and Targeted Improvement plans. Recruitment and retention of staff to teach on bilingual campuses in the dual language program is essential for raising academic achievement scores at elementary schools. It is recommended to create a new ESL Dual Language Partner Stipend of \$2,000.
- It is estimated the total costs for increasing the bilingual teaching stipend would be \$105,000. It is estimated that the costs for establishing an ESL Dual Language Partner Stipend would be \$120,000.

### Recommendations:

- Approve recommendation to implement proposed bilingual program stipends.

### Timeline/Report:

- Upon approval Human Resources will begin the process to notify personnel, adjust salaries for the current 2025-26 school year.