



# WEST ORANGE – COVE CISD

902 W Park Ave., P.O. Box 1107  
Orange, Texas 77631  
Phone: 409.882.5610 Fax: 409.882.5470

---

## HARD TO STAFF STIPENDS

Effective at the beginning of the 2014-2015 school year, stipends will be granted on an on-going basis to all full time teachers in hard to staff secondary teaching positions.

### STIPEND QUALIFICATIONS

- Stipends will be granted to certified and highly qualified secondary teachers (grades 7-12) in the following core subject areas:
  - Math
  - Science
  - Foreign Language

### STIPEND AMOUNT (\$3,000)

- 1/3 – Included in September Payroll (\$1,000)
- 1/3 – Included in January Payroll (\$1,000)
- 1/3 – Included in June Payroll (\$1,000)

The full stipend amount is guaranteed only to all full time secondary teachers that are employed by the district for a full school year. (Minimum 187 days) Stipend amounts will be prorated should a secondary teacher not complete a full school year.

## BENEFITS TO THE DISTRICT:

- Helps the District to recruit and retain teachers in these fields by enhancing salaries of hard to staff teaching positions
- Reduce teacher turnover rate
- Makes our District more competitive to prospective employees at job fairs when they are considering other employment opportunities