



Board of Trustees Meeting

July 7, 2025



Bilingual Program Sign On Bonus

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Associate Superintendent for Curriculum and Instruction



Current State of Elementary Bilingual Program Staffing

- To fully staff our bilingual program at a level to be 100% in State compliance, we need 14 Bilingual Certified Teachers.
- We currently have 4 fully Bilingual Certified Teachers.
- We have 3 about $\frac{1}{2}$ way complete with Bilingual Certification.
- At the current state of staffing, we will need to file 6 Bilingual Exception Waivers and 3 ESL Waivers.
- There is currently 1 vacancy.



Current State of Elementary Bilingual Program Staffing

- Current certification requirements are only in regards to RLA instruction. Starting in 26-27, the requirements will expand to RLA and math.
- TEA requires that every year we show that we are aggressively and actively trying to completely staff our program with fully Bilingual Certified Teachers
- TEA's expectation when considering approval of Bilingual Exceptions and ESL Waivers is that they see a decrease in the number we request year to year.
- In the past, waivers and exceptions have not been tied to specific teachers. We now have to turn in specific names and TEA is looking at how many years a waiver or exception is requested for individual teachers.
- TEA has started denying Exceptions and Waivers
- When students are not in a classroom with a fully Bilingual Certified Teachers, the school district does not receive the maximum supplemental Bilingual Funding



What are we currently doing to attract Bilingual Certified Teachers?

- Any teacher teaching in our Bilingual program receives a \$6000 stipend - with or without certification
- There is a “standing” opening posted for Bilingual Certified Teachers
- The “standing” posting is posted on AISD’s website as well as Region 14’s Website.
- District of Innovation Certified teachers are given the maximum number of years(3) to gain their Texas Teacher Certification.



What we would like to add in 25-26?

- There are Bilingual Certified Teachers in AISD that are not currently teaching in the Elementary Bilingual Program.
- We would like to offer these teachers a \$2000 Program Sign On Bonus.
 - Must currently be employed by Abilene ISD.
 - Must agree to move to Martinez and teach in the Bilingual Program.
 - The Bonus would be handled like other stipends and paid throughout the school year.



Questions?