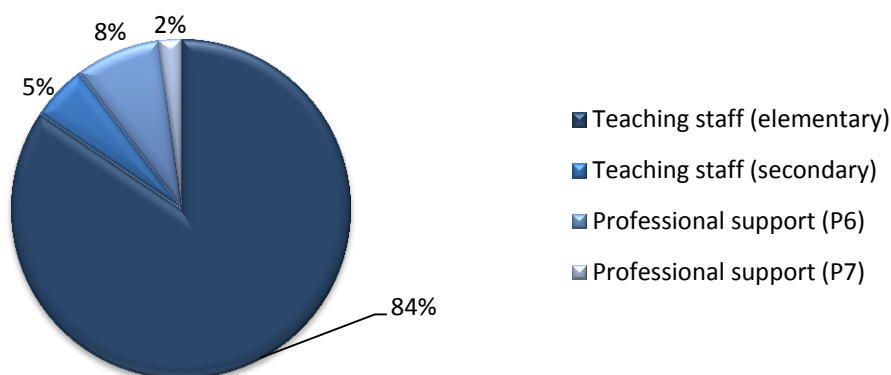


## RESEARCH BRIEF

**Background.** Austin Independent School District's (AISD) chief academic officer requested a report from Department of Research and Evaluation (DRE) staff about the distribution of bilingual education (BE) stipends made in 2011–2012 and a comparison of its teacher salary and stipends to other Texas districts. DRE staff also contacted districts across the United States for examples of bilingual stipend policies. This report summarizes the findings.

**Staff who received the BE stipend.** According to records provided by AISD's Department of Human Resources (HR), in 2011–2012, 1,282 full-time equivalent (FTE) staff<sup>1</sup> received BE stipend payments totaling \$3,043,435. Figure 1 provides the BE stipend distributions for each position.

**Figure 1.** Bilingual Education (BE) Stipend Distributions, by Position, 2011–2012



*Source.* AISD human resources records, 2011–2012

*Note.* Professional support (P6) includes specialists/coaches, literacy coaches, instructional coaches, art/music/physical education teachers, and instructional/curriculum specialists. Professional support (P7) includes speech therapists, diagnosticians, associate psychologists (LSSPs), behavior specialists, occupational/physical therapists, and autism specialists. Two (1.45 full-time equivalent) staff, (i.e., an administrator and a classified employee) received a BE stipend but were not in pay grade P6 or P7. See Appendix A-1.

**Stipend expenditure per-English language learner (ELL) program participant.**<sup>2</sup> According to the Public Education Information Management System (PEIMS) Fall 2011 submission, 15,613 ELLs were served in a BE program at the elementary level, and 7,692 ELLs were served in an English as a second language (ESL) program at the secondary level. District wide, the BE stipend allocation per ELL served in a qualifying program was \$130.59.<sup>3</sup> The adjusted<sup>4</sup> allocation was \$186.36 per ELL served. Appendix Table A-2 shows the BE stipend allocation per ELL served for each campus, in order of least funded to greatest

<sup>1</sup> There were 1,289 staff who received a BE stipend payment in 2011–2012.

<sup>2</sup> The count only includes elementary ELLs in a BE program and secondary students in an ESL program, due to the BE stipend criteria.

<sup>3</sup> This amount was determined by dividing the BE stipend allocation by the sum of total BE ELLs and secondary ESL ELLs.

<sup>4</sup> DRE staff merged the list of all staff who received a stipend with AISD's master schedule to include any and all student assignments to staff (i.e., teacher of record). A total of 16,331 ELLs were assigned to 1,086 FTEs.

funded. The BE stipend distribution per ELL, for each campus, ranged from a low of \$52.63 (i.e., Reagan High School) to a high of \$2,500 (i.e., Bryker Woods Elementary School).

Table 1 provides the per-ELL program participant BE stipend distribution for each vertical team. Compared with the other teams in the district, the Lanier vertical team received the lowest distribution per ELL from the BE stipend expenditure. The Bowie vertical team received more than three times the average district distribution per ELL.

**Table 1.** Per-English Language Learner (ELL) Spending Based on Bilingual Stipend Distribution, by Vertical Team, 2011–2012

Vertical team	Total stipend distribution	# FTEs*	# ELLs	Per-ELL spending	% based on average district distribution
Lanier	\$332,817	140	2,641	\$126.02	68%
Reagan	\$493,303	207.5	3,437	\$143.53	77%
LBJ	\$348,495	145	2,273	\$153.32	82%
Eastside with IHS**	\$246,548	102	1,599	\$154.18	83%
Akins	\$259,303	111.5	1,672	\$155.09	83%
Travis	\$329,049	140	2,004	\$164.20	88%
Eastside	\$236,548	98	1,426	\$165.88	89%
Anderson	\$62,500	25	356	\$175.56	95%
District	\$3,043,435	1,281	16,331	\$186.36	100%
Crockett	\$301,324	122	1,549	\$194.53	104%
McCallum	\$134,118	56	550	\$243.85	131%
Austin	\$54,656	23	192	\$284.66	153%
Bowie	\$32,500	13	56	\$580.36	313%

Source. AISD human resources and student records, 2011–2012

Note. The number of ELLs was based on the total number of ELLs who were served in a classroom provided by at least one staff member receiving the BE stipend. Per ELL spending was calculated by dividing the total BE stipend contribution for each vertical team by the number of ELLs served in a classroom. The percentage based on average district distribution was the per-ELL spending divided by the district average, \$186.36.

\* FTE is a full-time equivalent employee.

\*\* IHS is International High School. IHS is located in the same facility as Eastside Memorial High School.

**State salary and stipend comparisons.** According to AISD’s comparison of teacher salary schedules (2012), AISD’s average teacher salary schedule was lower than the average salary schedule for local and urban districts (Appendix Table B-1). According to data compiled by the Texas Association of School Boards (2012), AISD’s bilingual stipend (\$2,500) was at the state and local median. AISD’s bilingual stipend was slightly higher than the median bilingual stipends for Texas urban districts (i.e., \$2,250).

**Bilingual stipend policies.** DRE staff were able to successfully contact seven urban districts from across the United States to inquire about their bilingual stipend policy. These districts included Dallas Independent School District (DISD); Houston Independent School District (HISD); Duval County Schools (Jacksonville, FL); Hillsborough County Schools (Tampa, FL); Chicago Public Schools; Oakland Unified (CA); and Orange County Public Schools (CA). The two districts in Florida and the Orange County Public

Schools in California did not have a centralized policy on bilingual stipends. Stipends were set by schools. Chicago Public Schools did not provide a bilingual stipend; however, they allowed teachers who were teaching in areas of need to live outside the city limits (i.e., despite a requirement to teach within the district).

HISD's Multilingual Department had very detailed criteria for bilingual stipend eligibility (HISD, 2012). HISD's policies differed from AISD's policies in ways such as the following:

- Recipients must be a teacher of record, and supplementary and/or ancillary personnel are not eligible.
- Teachers who receive a first-year recruitment incentive are not eligible.
- Teachers who resign or whose employment is terminated prior to pay out are not eligible.
- Only one bilingual (self-contained) teacher with class enrollment less than 22 ELLs per grade level (prekindergarten through grade 4) or 25 (grades 5 and 6) is eligible to receive the stipend, with the exception of two-way dual language teachers.
- Only one bilingual teacher (not self-contained) is eligible per core content area with a class load of less than 20 ELL students.
- Bilingual teachers (not self-contained) are eligible for a pro-rated stipend of \$150 per class, not to exceed \$625 per semester or \$1,250 per year.

DISD does provide bilingual stipends to qualified professional support positions; however, their stipend is at a lower rate, \$1,000 per year, compared with \$1,500 per year for teacher of record (A. Dowhaniuk, personal correspondence, January 31, 2013).

Oakland Unified in California provides bilingual stipends based on a minimum number of students enrolled at a school (M. Mitchell, personal correspondence, February 6, 2013). Work sites must have a student body in which at least 15% speak the supported language or have at least 75 ELLs at the school who speak the language. Teachers who qualify for the stipend also must conduct a maximum of 10 hours of translation (5 per semester), either written or verbal communication. Oakland budgets bilingual stipends each year, and then divides the stipend by the number of qualified members, not to exceed a certain amount (i.e., \$2,060 per person).

**Considerations.** If administrators consider modifying AISD's bilingual stipend policy, a careful evaluation of the competitiveness of bilingual teaching positions within central Texas should be conducted. Practices adopted by other urban districts include limiting stipends to only teaching staff, making minimum ELL class size requirements for eligibility more stringent, limiting the number of classroom teachers per school and/or grade level who are eligible for the stipend if minimum class sizes are not met, and having differential stipend amounts for positions.

Table 2 provides a summary of estimated bilingual stipend expenditure reductions based on changes to the eligibility criteria. Changing the stipend amount level based on professional pay grade (i.e., P7 and P6) resulted in the lowest estimated savings (i.e., \$40,404).<sup>5</sup> Not including staff who were at pay grade

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<sup>5</sup> The estimates were based on 2011–2012 expenditures.

P7 (i.e., speech therapists, diagnosticians, LSSPs, behavior specialists, occupational/physical therapists, and autism specialists) resulted in savings of less than \$70,000.

The greatest cost savings from the bilingual stipend eligibility changes considered was from increasing the minimum number of ELLs served in a classroom. The projection is most likely an overestimation of the cost savings because some classrooms that were discounted in the estimate may have been restructured to include more ELLs. In other words, changing the minimum ELL class size enrollment meant the way ELLs were assigned to teachers may have changed, resulting in more eligible teachers than in the estimate provided. DRE staff recommend further analysis to evaluate the differential impact of eligibility criteria changes on expenditures.

**Table 2.** Bilingual Stipend Expenditure Comparisons, by Change in Eligibility Criteria, 2011–2012

Eligibility criteria change	Estimated payments (2011–2012)	Savings in \$	% change in expenditure
Stipend for P7 at \$1,500, P6 at \$2,500	\$3,003,031	\$40,404	-1.3%
Limit stipend to P6 staff only	\$2,973,806	\$69,629	-2.3%
Limit to teacher of record (TOR) only	\$2,735,357	\$308,078	-10.1%
Limit to TOR minimum class size 8 ELLs	\$2,449,200	\$594,235	-19.5%
Limit to TOR minimum class size 10 ELLs	\$2,351,443	\$691,992	-22.7%
Limit to TOR minimum class size 18 ELLs	\$1,496,966	\$1,546,469	-50.8%

Source. AISD human resource records

Note. Professional support (P6) includes specialists/coaches, literacy coaches, instructional coaches, art/music/physical education teachers and instructional/curriculum specialists. Professional support (P7) includes speech therapists, diagnosticians, associate psychologists, behavior specialists, occupational/physical therapists, and autism specialists.

## References

Austin Independent School District. (2011). *Information flyer: bilingual education stipends for 2011–2012*. Austin, TX: Austin Independent School District.

Austin Independent School District. (2012). *2012–13 Teacher Salary Schedule Comparison*.<sup>6</sup>

Houston Independent School District. (2012). *Compensation Manual, 2012–2013*. Houston, TX: Houston Independent School District.

Texas Associations of School Boards. (2012). *2012 teacher stipend and incentive comparison report*.<sup>7</sup>

<sup>6</sup> AISD HR report

<sup>7</sup> Report provided to TASB subscribers

## APPENDIX

### Technical notes

- 1) A bilingual permit is provided through the state when a teacher is assigned ELLs in his or her classroom, but the teacher does not have a bilingual certification, which is required to provide the student the bilingual program. Professional support (P6) includes specialists/coaches, literacy coaches, instructional coaches, art/music/physical education teachers and instructional/curriculum specialists. Professional support (P7) includes speech therapists, diagnosticians, LSSPs, behavior specialists, occupational/physical therapists, and autism specialists.
- 2) The data provided by human resources contained staff's current year (i.e., 2012–2013) worksite location. DRE staff located staff assignments in 2011–2012 through a staff snapshot table (based on the assignment in May 2012) and through the district's master schedule school location code.
- 3) The count of ELLs per campus was based on the distinct count of students assigned to at least one teacher in the master schedule who received the BE stipend. If a student was served by more than one teacher, the student was only counted once. The campus's total stipend distribution was a sum of all BE stipend distributions from staff who had the campus as their worksite. All staff who were not assigned to a campus were not used in the campus calculations (i.e., the campus per-ELL spending did not include central administration staff who might have provided services to campuses disproportionately).

**Table A-1.** AISD Bilingual Education Stipend Distributions, by Position, 2011–2012

Position	# FTEs*	Percentage	Dollars
Teacher (elementary)	1,081.5	84%	\$2,586,671
Teacher (secondary)	67.5	5%	\$148,686
Support staff (P6)	104.4	8%	\$238,449
Support staff (P7)	27.3	2%	\$67,340
Other staff	1.5	<1%	\$2,289
<b>Total</b>	<b>1,282.2</b>	<b>100%</b>	<b>\$3,043,435</b>

*Source.* AISD human resources records, 2011–2012

*Note.* Professional support (P6) includes specialists/coaches, literacy coaches, instructional coaches, art/music/physical education teachers, and instructional/curriculum specialists. Professional support (P7) includes speech therapists, diagnosticians, associate psychologists, behavior specialists, occupational/physical therapists, and autism specialists.

\* FTE is full-time equivalent and is rounded to the nearest tenth.

**Table A-2a.** Per-English Language Learner (ELL) Spending Based on Bilingual Stipend Distribution, by AISD Campus, 2011–2012

Campus	Total stipend distribution	# FTEs*	# ELLs	Per-ELL spending	% based on average district distribution
Reagan HS	\$ 5,000	2	95	\$ 52.63	28%
Martin MS	\$ 2,500	2	47	\$ 53.19	29%
Burnet MS	\$ 8,750	5	164	\$ 53.35	29%
Mendez MS	\$ 1,250	1	23	\$ 54.35	29%
Dobie MS	\$ 3,750	2	68	\$ 55.15	30%
International HS	\$ 10,000	4	173	\$ 57.80	31%
Pearce MS	\$ 3,750	3	64	\$ 58.59	32%
Lanier HS	\$ 13,750	6	143	\$ 96.15	52%
Akins HS	\$ 5,906	5	54	\$ 109.36	59%
Anderson HS	\$ 5,000	2	44	\$ 113.64	61%
Travis HS	\$ 12,500	5	101	\$ 123.76	67%
Wooldridge ES	\$ 71,775	31	567	\$ 126.59	68%
Pickle ES	\$ 69,149	29	540	\$ 128.05	69%
Langford ES	\$ 59,250	25	454	\$ 130.51	70%
Cook ES	\$ 69,334	29	531	\$ 130.57	70%
Hart ES	\$ 80,941	33	619	\$ 130.76	70%
Read ES	\$ 45,809	19	348	\$ 131.64	71%
McBee ES	\$ 64,649	26	489	\$ 132.21	71%
Perez ES	\$ 56,522	24	415	\$ 141.26	76%
Widen ES	\$ 44,778	20	317	\$ 141.26	76%
Andrews ES	\$ 56,882	23	400	\$ 142.21	77%
Barrington ES	\$ 85,626	35.5	601	\$ 142.47	77%
Metz ES	\$ 34,733	14	243	\$ 142.93	77%
Linder ES	\$ 57,000	25	388	\$ 146.91	79%
Wooten ES	\$ 58,750	24	399	\$ 147.24	79%
Blanton ES	\$ 48,360	20	328	\$ 147.44	79%
Houston ES	\$ 68,500	28	464	\$ 147.63	80%
Jordan ES	\$ 61,250	25	414	\$ 147.95	80%
Winn ES	\$ 33,000	14	223	\$ 147.98	80%
Rodriguez ES	\$ 65,705	27	444	\$ 147.98	80%
Overton ES	\$ 46,000	19	308	\$ 149.35	80%
Sanchez ES	\$ 49,250	20	328	\$ 150.15	81%
Govalle ES	\$ 21,756	9	144	\$ 151.08	81%
Walnut Creek ES	\$ 84,621	38	551	\$ 153.58	82%
Blazier ES	\$ 37,500	15	240	\$ 156.25	84%

Source. AISD human resources and student records, 2011–2012

Note. Number of ELLs was based on the total number of ELLs who were served in a classroom provided by at least one staff member receiving the BE stipend. Per ELL spending was calculated as the total BE stipend contribution by campus, divided by the number of ELLs served in a classroom. The percentage based on average district distribution was the per-ELL spending divided by the district average, \$186.36.

\* FTE is full-time equivalent employee. HS is high school. MS is middle school. ES is elementary school.

**Table A-2b.** Per-English Language Learner (ELL) Spending Based on Bilingual Stipend Distribution, by AISD Campus, 2011–2012

<b>Campus</b>	<b>Total stipend distribution</b>	<b># FTEs</b>	<b># ELLs</b>	<b>Per-ELL spending</b>	<b>% based on average district distribution</b>
Harris ES	\$ 67,623	28	429	\$ 157.63	85%
Summitt ES	\$ 25,000	10	156	\$ 160.26	86%
Odom ES	\$ 37,500	15	234	\$ 160.26	86%
Palm ES	\$ 32,500	13	197	\$ 164.97	89%
Pleasant Hill ES	\$ 41,747	18	252	\$ 165.66	89%
Galindo ES	\$ 57,500	23	346	\$ 166.18	89%
Pecan Springs ES	\$ 28,380	12	169	\$ 167.93	90%
Dawson ES	\$ 16,816	8	98	\$ 171.60	92%
Graham ES	\$ 67,326	28	382	\$ 176.25	95%
Allison ES	\$ 31,250	13	177	\$ 176.55	95%
Brown ES	\$ 51,390	21	289	\$ 177.82	96%
Webb MS	\$ 12,500	5	69	\$ 181.16	98%
Sunset Valley ES	\$ 39,899	16	219	\$ 182.19	96%
St Elmo ES	\$ 24,032	10	131	\$ 183.45	99%
Reilly ES	\$ 33,500	14	181	\$ 185.08	100%
Murchison MS	\$ 5,000	2	27	\$ 185.19	100%
<b>District</b>	<b>\$ 3,043,435</b>	<b>1,281</b>	<b>16,331</b>	<b>\$ 186.36</b>	<b>100%</b>
Allan ES	\$ 28,750	12	153	\$ 187.91	101%
Kocurek ES	\$ 15,500	7	82	\$ 189.02	102%
Brooke ES	\$ 17,500	7	92	\$ 190.22	102%
Norman ES	\$ 13,750	6	72	\$ 190.97	103%
Zavala ES	\$ 25,809	11	135	\$ 191.18	103%
Austin HS	\$ 7,156	3	37	\$ 193.39	104%
Joslin ES	\$ 20,000	8	102	\$ 196.08	106%
Blackshear ES	\$ 17,500	7	87	\$ 201.15	108%
Crockett HS	\$ 18,750	7	90	\$ 208.33	112%
Oak Hill ES	\$ 22,500	9	107	\$ 210.28	113%
Casey ES	\$ 15,500	7	73	\$ 212.33	114%
Pillow ES	\$ 27,500	11	129	\$ 213.18	115%
Menchaca ES	\$ 16,000	7	74	\$ 216.22	116%
Ortega ES	\$ 25,000	10	107	\$ 233.64	126%
Sims ES	\$ 17,500	7	74	\$ 236.49	127%
Oak Springs ES	\$ 12,000	6	50	\$ 240.00	129%
Paredes MS	\$ 20,625	8.5	83	\$ 248.49	134%

Source. AISD human resources and student records, 2011–2012

Note. Number of ELLs was based on the total number of ELLs who were served in a classroom provided by at least one staff member receiving the BE stipend. Per ELL spending was calculated as the total BE stipend contribution by campus, divided by the number of ELLs served in a classroom. The percentage based on average district distribution was the per-ELL spending divided by the district average, \$186.36.

\* FTE is full-time equivalent employee. HS is high school. MS is middle school. ES is elementary school.

**Table A-2c.** Per-English Language Learner (ELL) Spending Based on Bilingual Stipend Distribution, by AISD Campus, 2011–2012

<b>Campus</b>	<b>Total stipend distribution</b>	<b># FTEs</b>	<b># ELLs</b>	<b>Per-ELL spending</b>	<b>% based on average district distribution</b>
Ridgetop ES	\$ 24,368	10	96	\$ 253.83	136%
Travis Heights ES	\$ 28,750	12	109	\$ 263.76	142%
Campbell ES	\$ 16,750	7	62	\$ 270.16	145%
Williams ES	\$ 26,896	11	99	\$ 271.68	146%
Patton ES	\$ 2,500	1	9	\$ 277.78	150%
Garcia MS	\$ 5,000	2	15	\$ 333.33	180%
Cunningham ES	\$ 20,000	8	60	\$ 333.33	180%
Brentwood ES	\$ 17,500	7	45	\$ 388.89	209%
Maplewood ES	\$ 12,500	5	29	\$ 431.03	232%
Baldwin ES	\$ 15,000	6	33	\$ 454.55	245%
Mathews ES	\$ 5,000	2	10	\$ 500.00	269%
Zilker ES	\$ 15,000	6	28	\$ 535.71	288%
Becker ES	\$ 33,750	14	60	\$ 562.50	302%
Kiker ES	\$ 2,500	1	4	\$ 625.00	337%
Baranoff ES	\$ 10,000	4	13	\$ 769.23	414%
Cowan ES	\$ 5,000	2	6	\$ 833.33	449%
Boone ES	\$ 15,000	6	16	\$ 937.50	505%
Bryker Woods ES	\$ 2,500	2	1	\$ 2,500.00	1,346%

Source. AISD human resources and student records, 2011–2012

Note. Number of ELLs was based on the total number of ELLs who were served in a classroom provided by at least one staff member receiving the BE stipend. Per ELL spending was calculated as the total BE stipend contribution by campus, divided by the number of ELLs served in a classroom. The percentage based on average district distribution was the per-ELL spending divided by the district average, \$186.36.

\* FTE is full-time equivalent employee. HS is high school. MS is middle school. ES is elementary school.



**Table B-1.** AISD Teacher Salary Schedule and Stipend Comparisons, by District, 2012

Districts	Student enrollment	Avg. teacher salary schedule*	Bilingual stipend	ESL stipend	Foreign language stipend
<b>Austin ISD</b>	<b>87,800</b>	<b>\$50,123</b>	<b>\$2,500</b>	<b>\$2,500**</b>	
Local districts					
Del Valle ISD	11,165	\$50,472			
Dripping Springs ISD	4,770	\$50,553	\$2,000		
Eanes ISD	7,824	\$52,508			
Hayes CISD	16,449	\$49,815	\$3,000	\$500	
Lake Travis ISD	7,782	\$52,824			
Leander ISD	34,261	\$52,678	\$4,000		
Manor ISD	7,600	\$51,031	\$1,500		
Round Rock ISD	46,547	\$52,482	\$3,000		
San Marcos CISD	7,500	\$49,470	\$2,500	\$1,000	
Urban districts					
Arlington ISD	64,645	\$55,923	\$3,000		
Cypress Fairbanks ISD	110,000	\$55,970	\$2,500	\$1,000	
Dallas ISD	157,575	\$56,362	\$1,500		
El Paso ISD	62,811	\$52,568	\$1,100	\$1,100	
Fort Worth ISD	83,772	\$56,710	\$3,150	\$450	
Fort Bend ISD	69,508	\$56,843	\$2,500		
Houston ISD	198,435	\$56,578	\$1,250		\$675
Northside ISD	99,372	\$56,115	\$1,889	\$874	
San Antonio ISD	52,718	\$50,685	\$2,000	\$500	


Source. Texas Association of School Boards (TASB), 2012, and 2012–13 Teacher Salary Schedule Comparison, provided by AISD Human Resources (HR)

Note. Stipend amounts are based on teacher data only for the 2011–2012 school year.

\* Avg. teacher salary schedule shows the average value of the 2012–2013 salary schedule published by each district for 0–35 years of experience for teachers with a bachelor’s degree and for teachers with a master’s degree. This column is not the average salary of teachers in the district.

\*\*Although an amount for English as a second language (ESL) stipends is reported for AISD by TASB, AISD only provides a bilingual stipend to eligible secondary ESL-certified teachers.

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