

**WEST OSO INDEPENDENT SCHOOL DISTRICT
SECONDARY MATH (GRADES 6-12) RECRUITMENT/RETAINMENT STIPEND
2010-2011**

The West Oso ISD will pay a recruitment stipend of up to **\$5,000** to newly hired secondary Math teachers (grades 6-12) beginning with the 2010-2011 school year.

This stipend plan is intended to recruit and retain Texas certified Math teachers who are highly qualified in their subject matter as defined by statute and district policy. Only those teachers who are appropriately certified (math certification) in the state of Texas will receive the stipends outlined below.

A Temporary Assignment Teacher, Alternative certification, or Substitute is not eligible to receive this stipend.

RECRUITMENT STIPEND

A newly hired secondary Math teacher (appropriately certified as outlined above) will receive up to **\$5,000** during the first year of employment with West Oso I.S.D., according to the following guidelines:

1. A one-time signing check in the amount of **\$2,500** will be paid on September 1, 2010, or on the first paycheck following employment for secondary Math teachers whose certification and highly qualified status has been verified by the Human Resources Department.
2. On the mid-December paycheck, the newly hired secondary Math teacher will receive a check of up to \$200 per class period taught, to a maximum of **\$1,250**
3. On the last paycheck in May, the newly hired secondary Math teacher will receive a check of up to \$200 per class period taught, to a maximum of **\$1,250**

In addition, Retention Stipends will only be paid to teachers who continue their employment with West Oso I.S.D. and who have an overall performance rating of Proficient/Standard Expectation on their summative evaluation for the prior school year, and who do not return to the district with an intervention plan in place for performance.

RETENTION STIPEND

For all secondary Math teachers, (appropriately certified as outlined above) who taught for West Oso I.S.D. during the 2010-2011 school year and return to the district for the 2011-12 school year, a stipend of up to \$2,000 will be paid according to the following guidelines:

1. On the mid-December paycheck, the returning secondary Math teacher will receive a check of up to \$200 per class period taught, to a maximum of **\$1,000**
2. On the last paycheck in May, the returning secondary Math teacher will receive a check of up to \$200 per class period taught, to a maximum of **\$1,000**

Current Secondary Math Teachers at West Oso Jr. High and West Oso High School may choose to resign and reapply. Their application would be reviewed as a new hire to the district. **Any current mathematics teacher who resigns and reapplies for this stipend will not be guaranteed future employment in the district.**

Current 2009-2010 Secondary Math Teachers are eligible for a **\$2000** math retention check **next year (2010-2011 school year) when this program is initiated.** They must have an overall performance rating of Proficient/Standard Expectation on their summative evaluation for the prior school year, and who do not currently have or return to the district with an intervention/growth plan in place for performance.

Board Approved: December 14, 2009