

SHARYLAND ISD

Master's Degree in Teaching Field Incentive Program

RATIONAL: The Sharyland Independent School District proposes the use of a Master's Degree in Teaching Field Incentive program to address staffing shortages of highly trained and committed teachers with master's degrees in "core academic areas and/or dual enrollment courses". This recruitment/retention incentive will be paid to teachers with master's degrees in their teaching field.

Additional incentive program goals are to encourage classroom teachers to:

- continue working directly with students and instruction;
- improve College Board Advance Placement classroom instruction;
- acquire the necessary credentials to teach dual credit high school and college classes.

The Master's Degree in Teaching Field Incentive Program stipend will be paid in addition to other supplements that are annually approved by the Sharyland ISD Board of Directors. The Master's Degree in Teaching Field Incentive Program will replace the general Master's Degree supplement of \$1,500 for qualifying teachers. However, the general Master's Degree supplement will continue to be offered to teachers with a master's degree outside of their teaching fields (examples: *Master of Education, Master of Counseling, Master in Supervision, etc...*).

QUALIFICATION OF RECIPIENTS: *All teachers who receive stipends must be:*

- a. credentialed in the subject they are teaching;
- b. provide direct instructional services to students at least 60% of each day (*Note: Employees serving as facilitators, instructional coaches, coordinators, etc. are not eligible for the master's degree incentive stipend*)
- c. have a proficient rating on any PDAS evaluations received during the school years affected by the stipends

A payment of an ongoing **\$4,000** per year stipend will be paid to fully credentialed "subject area teachers who provide direct instructional services to students who are assigned at any K-12 schools, effective July 1, 2009 and thereafter.

Note: *The classroom teacher is responsible for submitting an official college transcript to the Sharyland ISD district personnel office prior to September 1 of each school year (beginning in the 2009-10 school years, first deadline September 1, 2009).*