



The DeSoto Difference

2021-2022 DeSoto ISD Benefits & Incentives

We are committed to developing, recruiting and retaining extraordinary people.

		New	Returning
INCENTIVES			
\$3,000	Difference-Maker Bonus	✓	✓
\$5,000	Core & Master Teachers in High Need Areas (PK-12) (Elar, Math, Science, SS, SpEd, CTE, Bilingual)	✓	✓
\$10,000	Master Teacher (Elementary & Secondary)	✓	✓
\$0 - \$10,000	Performance	✓	✓
\$0 - \$29,000	Teacher Incentive Allotment	✓	✓
STIPENDS			
\$4,000	Bilingual (PK-5th)	✓	✓
\$1,500	Math/Science/ELAR (7th-12th)	✓	✓
\$1,000	Master Degree	✓	✓
\$2,000	Doctoral Degree	✓	✓
\$4,000	Foreign Language	✓	✓
ADDITIONAL BENEFITS			
District monthly contribution of \$351 to Health Insurance Premium			
No cost Employee Assistance Program which includes household coverage			
No cost \$10,000 Life Insurance Policy for all full time employees			

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Two (2) mental health days off (One per semester)
Non-resident student transfers for full time staff's children
Free PK-3 and PK-4 for Staff Children
Classroom Support: <ul style="list-style-type: none"> - Pre-K/Kindergarten Aides in Every Class - Interventionists - Master Teachers - Instructional Coaches - SpEd Co-Teacher

Name	Description	Criteria	Timeline for payout
Employee Referral Bonus	Eligible employees may refer external candidates to the HR Department for current vacancies. A bonus will be paid to the referring employee after the new employee is hired and has worked with the district after 90 days of employment.	Referred candidates must be external Cannot be a former employee of DeSoto ISD Referring employee cannot be an individual in a supervisory capacity and/or a member of Human Resources. New hire must be employed for 90 days for first payment.	½ of this amount to be paid in December and the remainder in June.
“Come Home” DeSoto Alumni Bonus	A stipend designed for DeSoto ISD graduates.		
Difference-Maker Bonus	A bonus to say thank you for making a difference daily for the students and staff of DeSoto ISD. Thinking beyond the norm of education to ensure students without exception, learn and grow at their highest levels. Continue to be positive, optimistic, and contagious.	New hire and returning employees of the district. Must be employed at the time of payout to receive the incentive.	½ of this amount to be paid in December and the remainder in June.

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<p>Core & Master Teachers in High Needs Areas</p>	<p>A stipend offered to teachers in high needs subjects as identified by the district. Example: Math, Science, ELAR, Social Studies, Special Education, Bilingual, CTE.</p>	<p>Must be employed with the district in a math, science, ELAR, social studies, special education, bilingual content areas and CTE as a teacher of record. Can also be employed with the district in a master teacher role funded by ESSER funds who is able to impact all students at the campus.</p> <p>Must teach at least four class periods.</p>	<p>1/12 of total stipend paid monthly with normal pay cycle. Amount will be prorated based on date of hire.</p>
<p>Master Teacher</p>	<p>A stipend offered to Master Teachers responsible for accelerating student learning.</p>	<p>Must be employed with the district in a master teacher role funded by ESSER funds who is able to impact all students at the campus..</p>	<p>1/12 of total stipend paid monthly with normal pay cycle. Amount will be prorated based on date of hire.</p>
<p>Teacher Incentive Allotment</p>	<p>Under this new system, DeSoto ISD will identify the highest performing teachers in the system to be submitted to the State of Texas and TEA in alignment with the requirements of the Teacher Incentive Allotment initiative. This submission includes how a teacher performs on all elements of the evaluation system: achievement/growth, student perception, and principal evaluation. Teachers that receive a state designation will earn up to \$28,800 in additional compensation based on which level of state designation they receive.</p>	<p>DeSoto ISD has submitted an application to TEA to be part of the Teacher Incentive Allotment program next year and in future years. Based on a teacher's performance next year in the realms of the T-TESS rubric, student achievement, and student perception, DeSoto ISD would identify and submit to the state its highest performing teachers to potentially receive a state designation (Recognized, Exemplary, Master). The state would then compensate the district based on the amount of designated teachers in the system in each year and DeSoto would pay the maximum possible amount of that money directly to the teacher in a lump sum once received from the state. Each year, teachers would have the opportunity to receive that</p>	<p>Paid out in the year following receipt of the designation from TEA and in one lump sum.</p>

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		<p>designation.</p> <p>Teachers who have already received a designation from a different district would receive the compensation for their distinction, regardless of which district they are coming from.</p>	
Bilingual	A stipend for elementary teachers assigned to a bilingual classroom.	<p>Teachers must hold a valid bilingual certification, license or teaching permit.</p> <p>The teacher must teach and serve as a bilingual teacher of record.</p>	1/12 of total stipend paid monthly with normal pay cycle. Amount will be prorated based on date of hire.
Math/Science/ELAR (7th-12th)	A stipend for core secondary teachers in a math, science or ELAR subject area.	<p>Teacher that hold a valid certification, license or teaching permit in Math, Science or ELAR for secondary (7-12 grades).</p> <p>The teacher must be the teacher of record for core subject areas of Math, Science or ELAR.</p>	1/12 of total stipend paid monthly with normal pay cycle. Amount will be prorated based on date of hire.
Master Degree	A stipend for educators who received a master's degree from an accredited college or university.	<p>The employee has earned a master's degree from an accredited college or university and the position held does not require an advanced degree.</p> <p>A valid official transcript must be submitted to Human Resources within 90 days of employment or 30 days of being conferred.</p>	1/12 of total stipend paid monthly with normal pay cycle. Amount will be prorated from the day of conference or date of receipt.
Doctoral Degree	A stipend for educators who received a doctoral degree from an accredited college or university.	<p>The employee has earned a doctoral degree from an accredited college or university and the position held does not require an advanced degree.</p> <p>A valid official transcript must be submitted to Human Resources within</p>	1/12 of total stipend paid monthly with normal pay cycle. Amount will be prorated from the day of conference or date of receipt.

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		90 days of employment or 30 days of being conferred.	
Foreign Language	A stipend for teachers teaching a foreign language course.	Teacher must hold a valid certification, license or teaching permit in the teaching field. Must be the Teacher of Record in a foreign language assignment.	1/12 of total stipend paid monthly with normal pay cycle. Amount will be prorated based on date of hire.
Performance	Teachers whose students meet certain academic achievement and/or growth criteria on student assessments are eligible to receive up to \$10,000 as a stipend. This criterion is set locally and this initiative is funded locally. A teacher's receipt of this stipend is NOT contingent on whether or not a teacher receives a state designation through the TIA initiative.	To receive the Performance bonus teachers would need to qualify in one of two ways: (1) Based on a value-added measure for STAAR growth for students. In this measure, teachers who have multiple years of STAAR data will be eligible. Unfortunately, this only applies to teachers who are currently in DeSoto ISD at this time, as DeSoto ISD does not have access to student level data for other districts. In future years, we aim to expand this to a number of other different metrics for teachers. (2) Earning a State Distinction: If you are coming to DeSoto ISD and have earned a state distinction, you will receive a \$5,000, \$7,500 or \$10,000 bonus if you are	Paid out in two lump sums. The first half will be paid in December and the second half at the end of the school year.

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		designated as a Recognized, Exemplary, or Master teacher.	
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