



## Bilingual and ESL Teacher Differentials for School Year 2014-15

### Compensation Ladder Based on Endorsement and Utilization:

Teachers must provide Bilingual/ESL services in a Bilingual/ESL program that is part of the District ALS (Alternative Language Service) plan at their school. Teachers may qualify for only one additional differential.

#### **\$500 differential:**

Teacher must possess a current Bilingual/ESL endorsement. Teachers whose endorsements were on file last year and who received the differential will continue to receive this differential automatically.

#### **Additional \$2,500 differential:**

Teacher must provide TESOL service only, minimum 45 minutes/day in the classroom.

#### **Additional \$3,000 differential:**

Teacher must provide Bilingual service only, minimum 45 minutes/day in the classroom.

#### **Additional \$3,500 differential:**

Teacher must provide **both** TESOL **and** bilingual services, minimum 45 minutes/day **each** in the classroom.

Librarians, Instructional Coaches and Resource teachers who do not provide services to a documented caseload of students, and who hold TESOL/Bilingual endorsements and who provided professional support at schools are eligible for a \$1,000 differential. This differential **cannot** be combined with another Bilingual/ESL differential.

Instructional Coaches and Resource Teachers are eligible to receive these differentials if the staffing need exists, and they are providing services to a documented caseload of students.

To be considered for the entire differential for this school year, classroom teachers must:

- ◆ Have their endorsements on file with APS Human Resources **NO LATER THAN SEPTEMBER 19, 2014.**
- ◆ Be providing direct instruction under the provisions of the school's ALS plan (pre-school—12<sup>th</sup> grade).

If endorsements are received or instruction begins **after September 19, 2014**, the differential will be compensated on a prorated basis. Teachers wanting to be considered for a differential must have their current endorsement on file with APS Human Resources within **20 workdays** of providing instruction.

Teachers with sub-standard licensure do not qualify for the differentials.

*Employees with a Bilingual/ESL endorsement receive differential pay when they are providing Bilingual and/or ESL services to eligible students. If, during the school year, the employee no longer has a caseload of eligible students; the principal will notify APS Human Resources of the date services stopped so that the payment for the service ceases. (The District will collect any payments made to an employee who no longer has an eligible caseload.)*

**Retroactive payment of differentials is planned for the week of December 12, 2014. The remaining payments will be disbursed through the normal pay cycle for the remainder of the contract year.**