

STIPEND AGREEMENT
San Antonio Independent School District



Stipend Type:	Pipeline 2 Leadership Design Teacher Leader			
Discipline:				
Stipend Position:	Teacher			
Nomination / Selection Office:	See <i>Eligibility Criteria</i> listed below			
Stipend Administrator:	Chief, Human Capital Management			
Funding Source:	Grant	Fund Code:	428	Budget Code: 11-6119-90-841-11-0-00

ELIGIBLE JOB TITLES:	ELIGIBLE CAMPUS TYPES	ANNUALIZED PAYMENT AMOUNT
Teacher	Pilot campus designated by the District	\$4500

Stipend Description

Pipeline to Leadership (P2L) addresses short- and long-term instructional needs by reimagining school staff roles and redesigning school schedules and compensation within their existing budget, while simultaneously strengthening educator pipelines and maximizing the impact of the most effective teachers.

Eligibility Criteria

Eligibility Criteria:

- Have two years of experience as a teacher of record.
- Demonstrate interpersonal skills, instructional effectiveness, and leadership skills.
- Demonstrate a commitment to the growth of their colleagues and aspiring teachers.
- Demonstrate a commitment of fidelity of implementation to high-quality instructional materials in their classroom and across the campus.
- Intend to serve as a teacher of record for at least 25% of the school day in school years 2026-2027 and 2027-2028.
- Demonstrate a commitment to continuous improvement.

Key Responsibilities

- Participate in at least 80% of school design meetings to design strategic staffing at school and District level. Duties and corresponding deliverables may include:
 - Recruiting candidates from and advise aspiring teachers to high-quality teacher preparation programs, facilitating professional development to strengthen aspiring teachers
 - Supporting principal hiring decisions at job fairs or other events; supporting hiring and onboarding of all new teachers
 - Creating instructional work experiences and support systems for aspiring teachers; coach and develop new teachers
 - Lead relevant professional development for your campus, focused on teacher leadership, high quality instructional material (HQIM), and teacher mentor.
 - Supporting the redesign of campus schedules to expand the impact of effective teachers and maximize teacher development, instruction, and planning time.

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- Provide guidance and support for campus leaders to onboard teacher leaders to the instructional leadership team prior to the start of school year 2026-2027.
- codify a training and support plan, including a description of structures and systems within a campus to ensure teacher leaders receive coaching in their role for school year 2026-2027; and
- create a plan for school year 2026-2027 to ensure teacher leaders have at least five hours monthly within the school day to support their teacher peers through activities such as co-teaching, modeling, or leading PLCs.

Professional Development/Supervisory Responsibilities

- Attend relevant District training, internalize these trainings, and repeat these back to aspiring teachers.
 - How to lead teacher peers through materials internalization processes for High-quality instructional materials (HQIM).
 - How to observe and provide feedback to teacher peers on HQIM-specific lessons.
 - How to lead teacher peers in student work analysis and data-driven instruction protocols/practices aligned to HQIM.
 - How to drive fidelity of implementation and instructional improvements by serving as a model classroom for HQIM implementation.
 - How to co-teach with beginning or aspiring teachers to build their capacity for instructional delivery.

Administrative Considerations

- Contingent on Grant Funding and enrollment of the District’s successful participation in the program.

Payment Schedule & Additional Considerations

Supplemental Pay Schedule	
2025-2026 SCHOOL YEAR	
Payment Timing	Payment Amount
Monthly	\$375.00
TOTALS	\$4500.00

SAISD may adjust, prorate or remove payment of the stipend for reasons including the following:

- Leave of Absence taken
- Start date after beginning of school year
- Placed on Administrative Leave
- Separation from the District prior to the completion of each semester
- Reassignment
- Delay in Certification Requirements

Your signature below authorizes the District to withhold funds from future paychecks in repayment of any overpayment or calculation errors of this stipend.

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It is the policy of San Antonio ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, gender identity, gender expression, sexual orientation or disability in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended, and SAISD's board policies DIA, FFH, and FFI.

Stipend

Assignment:

Teacher

Effective
Date:

8/4/25

Employee

Printed Name:

Adrian Reyna

Date:

12/8/25

Employee

Signature:

[Handwritten Signature]