Teachers can receive up to $4,000 based on the subject they teach and the number of classes taught in the critical needs area. Critical needs supplements are paid for the following areas:

- Bilingual (all levels) $4,000

(The supplement for Title I teachers will be paid through the school's Title I budget.)

- 7th - 12th Math, Science, and Reading $3,000

(Science teachers must be certified in the science they are teaching. For example, teachers teaching IPC must be certified in physical science, chemistry, physics, science composite, or science 8-12.)

- Special Education (all levels): GAP, life skills, visually impaired, hearing impaired, autistic, and orientation and mobility $3,000
- ESL (all levels) $2,000
- Montessori $1,500

To be eligible for the supplement:

- Teachers must be fully certified in the critical needs area. Teachers in an alternative certification program will not be eligible for the critical needs supplement until they receive their five-year certificate.
- Teachers must be teaching during the regular school day. Teachers who teach in a critical needs area during a zero period will not be eligible for the supplement.
- Bilingual teachers must serve bilingual students at least 50% of the day.
- Title I bilingual teachers must serve bilingual students at least 50% of the day.

Skills specialists are not eligible for the critical needs supplement.

Teachers teaching in two critical needs areas will receive the higher of the two supplements for which they are eligible. For example, teachers teaching ESL as well as 7th - 12th reading will receive $3,000.

Supplements will be distributed as follows:

**Bilingual: 6 Teaching Periods**
- If a teacher teaches 6 periods in the critical needs area - $4,000 annually
- If a teacher teaches 5 periods in the critical needs area - $3,333.33 annually
- If a teacher teaches 4 periods in the critical needs area - $2,666.67 annually
- If a teacher teaches 3 periods in the critical needs area - $2,000 annually
- If a teacher teaches 2 periods in the critical needs area - $1,333.33 annually
- If a teacher teaches 1 period in the critical needs area - $666.67 annually

**Bilingual: 5 Teaching Periods**
- If a teacher teaches 5 periods in the critical needs area - $4,000 annually
- If a teacher teaches 4 periods in the critical needs area - $3,200 annually
- If a teacher teaches 3 periods in the critical needs area - $2,400 annually
- If a teacher teaches 2 periods in the critical needs area - $1,600 annually
- If a teacher teaches 1 period in the critical needs area - $1,000 annually

**Bilingual: 4 Teaching Periods**
- If a teacher teaches 4 periods in the critical needs area - $4,000 annually
- If a teacher teaches 3 periods in the critical needs area - $3,000 annually
- If a teacher teaches 2 periods in the critical needs area - $2,000 annually
- If a teacher teaches 1 period in the critical needs area - $1,000 annually

**Bilingual: 3 Teaching Periods**
- If a teacher teaches 3 periods in the critical needs area - $4,000 annually
- If a teacher teaches 2 periods in the critical needs area - $2,666.67 annually
- If a teacher teaches 1 period in the critical needs area - $1,333.33 annually

**Special Education, Math, Science, Reading (as noted above): 6 Teaching Periods**
If a teacher teaches 6 periods in the critical needs area - $3,000 annually
If a teacher teaches 5 periods in the critical needs area - $2,500 annually
If a teacher teaches 4 periods in the critical needs area - $2,000 annually
If a teacher teaches 3 periods in the critical needs area - $1,500 annually
If a teacher teaches 2 periods in the critical needs area - $1,000 annually
If a teacher teaches 1 period in the critical needs area - $500 annually

Special Education, Math, Science, Reading (as noted above): 5 Teaching Periods
If a teacher teaches 5 periods in the critical needs area - $3,000 annually
If a teacher teaches 4 periods in the critical needs area - $2,400 annually
If a teacher teaches 3 periods in the critical needs area - $1,800 annually
If a teacher teaches 2 periods in the critical needs area - $1,200 annually
If a teacher teaches 1 period in the critical needs area - $600 annually

Special Education, Math, Science, Reading (as noted above): 4 Teaching Periods
If a teacher teaches 4 periods in the critical needs area - $3,000 annually
If a teacher teaches 3 periods in the critical needs area - $2,250 annually
If a teacher teaches 2 periods in the critical needs area - $1,500 annually
If a teacher teaches 1 period in the critical needs area - $750 annually

Special Education, Math, Science, Reading (as noted above): 3 Teaching Periods
If a teacher teaches 3 periods in the critical needs area - $3,000 annually
If a teacher teaches 2 periods in the critical needs area - $2,000 annually
If a teacher teaches 1 period in the critical needs area - $1,000 annually

ESL: 6 Teaching Periods
If a teacher teaches 6 periods in the critical needs area - $2,000 annually
If a teacher teaches 5 periods in the critical needs area - $1,666.65 annually
If a teacher teaches 4 periods in the critical needs area - $1,333.32 annually
If a teacher teaches 3 periods in the critical needs area - $1,000 annually
If a teacher teaches 2 periods in the critical needs area - $666.66 annually
If a teacher teaches 1 period in the critical needs area - $333.33 annually

ESL: 5 Teaching Periods
If a teacher teaches 5 periods in the critical needs area - $2,000 annually
If a teacher teaches 4 periods in the critical needs area - $1,600 annually
If a teacher teaches 3 periods in the critical needs area - $1,200 annually
If a teacher teaches 2 periods in the critical needs area - $800 annually
If a teacher teaches 1 period in the critical needs area - $400 annually

ESL: 4 Teaching Periods
If a teacher teaches 4 periods in the critical needs area - $2,000 annually
If a teacher teaches 3 periods in the critical needs area - $1,500 annually
If a teacher teaches 2 periods in the critical needs area - $1,000 annually
If a teacher teaches 1 period in the critical needs area - $500 annually

ESL: 3 Teaching Periods
If a teacher teaches 3 periods in the critical needs area - $2,000 annually
If a teacher teaches 2 periods in the critical needs area - $1,333.33 annually
If a teacher teaches 1 period in the critical needs area - $666.67 annually

Critical needs supplements will be paid in two installments: 1/2 of the annual amount in October and ½ in March of each year.

The teacher will lose the critical needs supplement immediately when he/she is no longer teaching in the critical needs area or no longer certified to teach in a critical needs area. Teachers will not receive the critical needs supplement until all paperwork is complete in the Human Resources Department. If a critical needs teacher is employed after the school year starts, the critical needs supplement will be prorated on a daily basis.