



SHELDON'S TEACHER INCENTIVE COMPENSATION PLAN

Designated teachers will be compensated by following TEA HB3 guidelines and the approved district TIA spending plan. All TIA funds will be spent and/or paid out to teachers by August 31 annually. In Year 1, the payout will be in one lump sum in the first pay cycle of August 2024. In Years 2-5, the stipends will be paid in October and May based on current district stipend payout schedules. The district funds will be expended annually before August 31st each year. Sheldon ISD will allocate 90% of our TIA allotment for direct compensation to teachers who receive designations. The remaining 10% will be allocated and used for administrative expenses related to the rollout and implementation of TIA and for professional development to support teachers in earning a TIA designation.

SISD Spending Timeline

The table below outlines the timeline and process for generating an allotment from locally designated teachers. Districts may generate an annual allotment on an ongoing basis from previously designated teachers.

School Year	Month	Item
2021-22	December 2021 – March 2022	Sheldon ISD engaged and finalized TIA Spending Plan, in compliance with the statute.
	April 15, 2022	Sheldon ISD submitted the final TIA application, including TIA Spending Plan.
	June 30, 2022	Sheldon ISD resubmitted the TIA application, including TIA Spending Plan, based on feedback.
2022-23	Full Year	Sheldon ISD will capture data based on the approved Local Designation System.
2023-24	November 2023	Sheldon ISD will submit local designation system teacher data to TTU and designated teacher fees to TEA.
	February 2024	Sheldon ISD will receive notification of Step 1 Data Submission Review. This includes whether we can designate submitted teachers.
	April 2024	Sheldon ISD-designated teachers are officially approved by TEA and our district will receive notification of allotment generated by teachers and campus, based on TSDS Winter Class Roster data.
	August 31, 2024	This is the deadline for SISD-designated teachers to receive their TIA allotment.
		Annually, Sheldon ISD will submit data each November to designate new teachers and will receive a notification each April on the total generated allotment. Each year, Sheldon ISD will use all generated funds by August 31 st .



Sheldon ISD
Every Child, Every Day

Teacher Movement

The TIA allotment amount for a designated teacher is based on the campus assignment as of the Class Roster Winter submission. If a designated teacher from one campus moves to a different campus within the district before the Class Roster Winter Submission, the TIA allotment will be determined by the “new” campus assignment during the Class Roster Winter Submission. If a teacher leaves the district before Class Winter Roster Submission, then the teacher will not receive any TIA funds because the district will not receive TIA funds from the state. If a teacher moves to our district before Winter Roster Submission, then the teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Submission. Designated teachers eligible for TIA compensation who move out of the district after Class Roster Winter Submission will not be forwarded the funds. The 90% that was allocated to the designated teacher will be split up evenly across all other teachers of record at the campus where the designated teacher was located.