

Roma ISD Teacher Incentive Allotment Spending Plan

State Requirements for TIA Funding

Funding for teachers designated as *Master*, *Exemplary*, or *Recognized* under TIA will flow from the State to Texas school districts. The statute requires that 90% of the funds earned through the District's local designation system be spent on teacher compensation on the campus where the designated teacher works. TEC Section 48.114 (i)(1)(A) states that: "A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed."

The statute states that TIA funds are not considered a property right. The district should spend no more than 10% of TIA funds at the district level to support rollout and implementation of TIA. The State will calculate rural and socio-economic tier funding status annually based on student enrollment. Allotment funds will be based on the socioeconomic status of the campus and not the individual students assigned to the designated teacher. If a designated teacher moves campuses from one school year to another, the allotment that designated teacher generates will be recalculated based on the new campus rural and socio-economic tier funding status.

Teacher Designation Award Amount Determinations

The State's funding available from the TIA varies by designation. The exact amount of state funding per teacher is determined by a formula that takes into account the designation earned, the level of socio-economic need at the teacher's assigned campus, and whether the campus is rural. Funding for a *Master* designation ranges from \$12,000-\$32,000, *Exemplary* designation ranges from \$6,000-\$18,000, and *Recognized* designation ranges from \$3,000-\$9,000. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the State, see TEA's Teacher Incentive Allotment Funding Map. Allotment amounts are recalculated by TEA every April. For more information about the TIA allotment calculations, see TEA's, Teacher Incentive Allotment webpage.

Roma ISD Campuses Teacher Designation Amounts (Based on the 2020-2021 Allotment Funding Map)

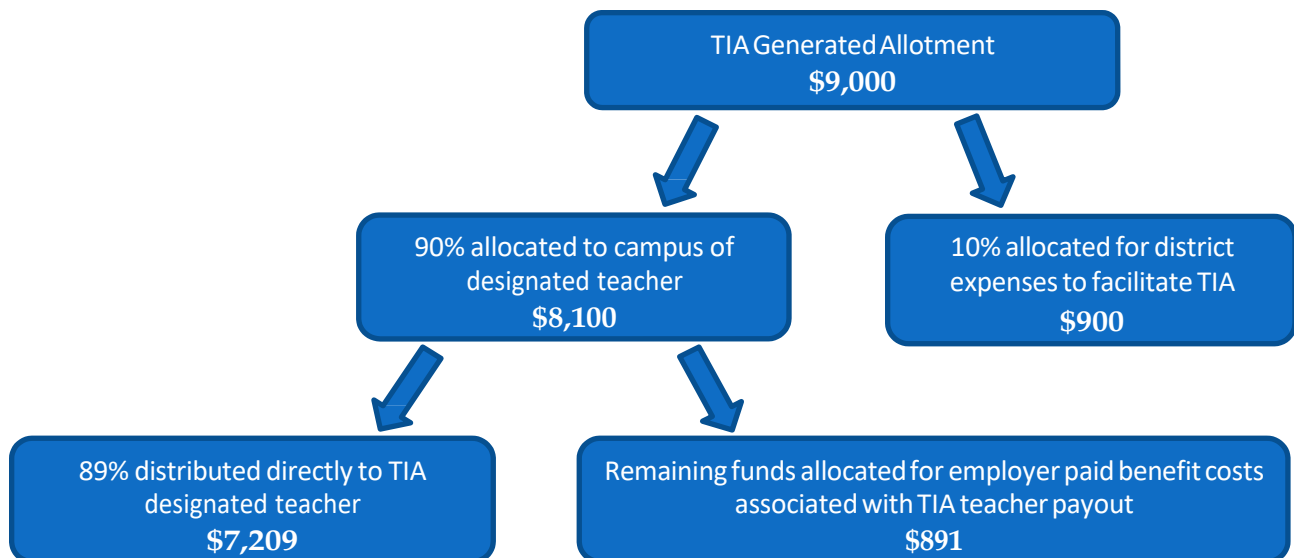
	Recognized	Exemplary	Master
Roma High School	\$6,110	\$12,220	\$22,367
Roma Middle School	\$6,721	\$13,442	\$24,404
Ramiro Barrera Middle School	\$6,310	\$12,621	\$23,035
DGG Elementary	\$5,775	\$11,550	\$21,250
Emma Vera Elementary	\$5,905	\$11,811	\$21,685
FJ Scott Elementary	\$7,509	\$15,018	\$27,029
RC Saenz Elementary	\$6,894	\$13,788	\$24,981
RT Barrera Elementary	\$6,670	\$13,339	\$24,232
Veterans Memorial Elementary	\$7,283	\$14,566	\$26,276

Distribution of Compensation

Statute requires that 90% of TIA funds be distributed directly to teachers at the campus in which the designated teacher is employed at the time the TIA funds are allotted. Roma ISD will distribute the required 90% to TIA designated teachers. The remaining 10% of TIA allotment funds generated will be used for training and support, expansion of the system, administrative expenses, and professional development.

Of the 90% required to be spent on teacher compensation, TIA designated teachers will receive a direct payment equal to 89% of the 90% required to be spent on teacher compensation. The remaining 11% will be used to cover employer paid benefit costs related to the TIA compensation. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, workers' compensation, and Teacher Retirement System (TRS) contributions as part of an employee's annual wages reported to the state and federal governments.

Designated Teacher Payment Example



Teacher Qualifications and Spending Plan

The district engaged teachers, principals and the District's TIA Committee to determine the amount and timing of the allotment funds. The teacher must be employed by Roma ISD in a PEIMS role ID coded of 087, holds a current SBEC certification, currently teaching for a creditable year of service and meet the Roma ISD TIA standards for designation. The virtual program is not eligible for the TIA program. The initial data capture school year will be the 2022-2023 school year. The teacher must be reported by the school's information system during the snapshot date and the Winter Class Roster Submission date and remain in the eligible teaching assignment until all spring post data scores have been submitted. If a teacher is not employed with Roma ISD at the time of Winter Class Roster Submission, the teacher is not eligible to earn a designation. In addition, the teacher must maintain all eligibility requirements through the date the designations are submitted to TEA for review. The designation system relies upon teacher observation and student growth measures.

Designated teachers who move from one campus to another during the year will receive the compensation amount from the campus where they are working during the PEIMS Class Roster Winter Submission collection.

There will not be any adjustment to the distribution of funds for designated teachers who leave the district after Winter Submission collection. If the teacher leaves the district after the Winter Submission, then the district will provide the payout to the teacher based on the district's TIA payment schedule. If the designated teacher leaves before Winter Submission, then no TIA funds will be provided to the teacher.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and is subject to availability of funding at the state level. TIA designated teachers will receive TIA compensation annually based on their TIA designation. Funding for their designation will be determined based on their campus of assignment at the time of Winter Class Roster. Compensation will be paid at the end of the fiscal year in which the designation was awarded based on the data from the previous year. For example, designations awarded based on data submitted for school year 2022-2023 will be paid to designated teachers during the summer of 2024.

The TIA funds will be paid as supplemental compensation aside from the teacher salary schedule. In the best interest of the designated teacher, the TIA earnings will be considered Teacher Retirement System (TRS) creditable compensation; however, designated teachers planning for retirement in the near future should contact TRS for guidance.

Given that a school's student enrollment changes yearly, the campus's socio-economic tier will be recalculated annually by the State. As a reminder, this calculation uses the home addresses of students who attend a particular campus. Allotment funds for each designated teacher will be based on the campus, and not the individual students assigned to the designated teacher.