

Spending Plan

State Compensation for TIA Funding

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment (TIA) will flow from the state to Texas school districts. The statute requires that 90 percent 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 percent 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 socio-economic 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 funding available from the Teacher Incentive Allotment varies by designation. The exact amount of 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. At the time of this spending plan presentation, funding for a Recognized designation ranges from approximately $3,400 to $3,600, Exemplary designation ranges from $6,825 - $7,219, and Master designations range from $13,375 - $14,032. Updates are calculated annually. For the most current funding determinations, please visit https://tiatexas.org/funding/.

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.

- ACA will distribute the required 90% to TIA designated teachers. Of the 90% required to be spent on teacher compensation, TIA designated teachers will receive a direct payment equal to the 90% required to be spent on teacher compensation less the required amounts to be used to cover employer paid benefit costs related to the TIA compensation.
- The remaining 10% of TIA allotment funds generated will be used for training and support, expansion of the system, administrative expenses, and professional development.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations.

- TIA designated teachers will receive TIA compensation **annually before August 31** 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.

Impact of Compensation

TIA compensation stipends will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits. TRS benefits are subject to TRS rules and regulations.

Movement of Designated Teachers

- If a Designated Teacher leaves the district prior to Winter Class Roster Verification (generally in February of each school year) ACA will not receive allotment funding for the designated teacher and therefore no TIA compensation will be given to that teacher.
- If a Designated Teacher moves between campuses within ACA during the school year, ACA will provide TIA compensation to the designated teacher based on the campus where the Designated Teacher was assigned during Winter Class Roster.
- If a Designated Teacher moves into the district prior to Winter Class Roster Verification the Designated Teacher will receive TIA compensation based on the campus where the Designated Teacher was assigned during Winter Class Roster.
- If a Designated Teacher separates from the district after the Winter Class Roster Verification (generally in February of each school year), the Designated Teacher may or may not receive the expected TIA compensation depending on the circumstances of separation. Teachers who retire in good standing or otherwise resign due to circumstances beyond their control (ie: health reasons) will receive the allotment payout in the final payment of the district to the employee. If the employee does not have a final payment owed for whatever reason, then a separate payment will be made. However, if the Designated Teacher resigns, is dismissed, terminated, or resigns in lieu of termination after the Winter Class Roster

Verification, the employee forfeits the designated allotment. The allotted funds will be designated to the campus where the employee was assigned and be allocated to staff development or other expenses as allowable by TIA rules and regulations.

- ACA cannot recommend a teacher to the state for a TIA Designation if they do not remain in an eligible teaching position the year following the data capture year. For example, if a teacher is Designated as a result of data collected in the 2022-2023 school year, but the teacher moves into an Assistant Principal position in the 2023-2024 school year, that teacher cannot be put forth for a designation because they are no longer serving in an eligible teaching position.

Note: If a TIA Designated Teacher is not employed by ACA at the time of Winter Class Roster (typically in February of each year), then ACA will not be responsible for paying TIA compensation to the Designated Teacher. In order for a Designated Teacher to receive TIA compensation the Designated Teacher will need to work with their new Texas school district or charter school to be compensated under TIA. In this case, the amount of funds earned under TIA would follow the new district's TIA spending plan and allotments provided by the state for the particular campus based on "rural/non-rural" and "economically disadvantaged" Tier status.

Board Support

The Board of Trustees has acknowledged its support of the District taking the actions necessary to participate in the Teacher Incentive Allotment Program, including submitting an application, submitting a plan, and engaging in the plan development process with the State of Texas.

The district's compensation plan is approved annually by the Board of Trustees. TIA compensation is included the district compensation plan. The Board of Trustees will approve the expenditure of TIA funds as part of the annual budgeting process in August of each year. The district may propose a budget amendment to the Board of Trustees in April or May of each year after the final allotment is determined for the district by the state.