

BIG SPRING ISD'S SPENDING PLAN—TEACHER INCENTIVE ALLOTMENT

STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as *Recognized*, *Exemplary*, and *Master* under the Teacher Incentive Allotment will flow from the state to Texas school districts. The statute requires that 90 percent of the funds earned through the district's locally designed 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 Teacher Incentive Allotment 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 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 the designated teacher generates will be recalculated based on the new campus rural and socio-economic tier funding status. Big Spring ISD will track performance of designated teachers each year and support them to ensure they continue to perform at or above their designation levels.

BIG SPRING ISD'S PLAN FOR TIA FUNDING

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of Big Spring ISD's TIA spending plan. The district included the Superintendent, other district personnel, teachers, and principals in the decision-making process. In an effort to retain the district's top talent, the stakeholders elected to provide the majority of the Teacher Incentive Allotment funds to the teacher who earned the Designation. Therefore, Big Spring ISD will provide 90% of the TIA funds to the teacher who earned a TIA Designation and reserve 10% of the funds for supporting the TIA initiative at the district level. The district will provide the TIA compensation to teachers through a lump sum payment (as a separate check/EFT from the district) in July of each year that a teacher generates funding for a TIA designation.

- If a Designated Teacher leaves the district prior to Winter Roster Verification (generally in February of each school year) then the Designated Teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state.
- If a Designated Teacher moves campuses within Big Spring ISD during the school year, then Big Spring ISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Snapshot (generally in February).
- If a Designated Teacher moves to the district prior to Winter Roster Verification then the Designated Teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification. The spending plan will be the same for newly hired Designated teachers.

- If the teacher leaves the district prior to the payout, then the district will retain the funds and distribute them to the appropriate campus following statutory requirements. If a designated teacher retires, BSISD will distribute the funds to the retiring teacher by August 31 of the compensation year. If the Designated Teacher retires before Winter Roster submission, then no TIA funds will be provided to the teacher.

Note that Big Spring ISD 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 2023-24 school year, but the teacher moves into an Assistant Principal position in the 2024-25 school year, the state will not approve the TIA Designation.

If a designated teacher resigns in their first year of designation, BSISD will retain the funds and distribute them to the appropriate campus following statutory requirements. If a designated teacher retires in the first year of designation, BSISD will distribute the funds to the retiring teacher by August 31 of the compensation year.

The district has a board approved compensation plan that provides approval for the TIA payments. The school board will approve the expenditure of TIA funds as part of the annual budgeting process. The district may propose a budget amendment to the school board in April or May of each year after the final allotment is determined for the district by the state. The TIA compensation will be TRS eligible and the district will send a copy of the compensation plan to TRS if requested.

The district will request that teachers currently employed with the district notify the HR Director upon completion of National Board Certification. For new hires, this will be a question asked during the intake process. The teacher will be required to show proof of active status with the NBPTS' National Board Certification.

The district's spending plan is included in the district's TIA Handbook. The spending plan is also reviewed during the TIA faculty presentations where the district's overall TIA plan is communicated to staff.

To look up the TIA allotment provided to each campus under this initiative, please visit www.TIATexas.org.

Note: If a TIA Designated teacher is not employed by Big Spring ISD at the TEA winter snapshot date (typically in February of each year), then Big Spring ISD will not be responsible for paying the TIA funds to the Designated Teacher. In order for a Designated Teacher to receive funds under the TIA in this instance, the Designated Teacher will need to work with the 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.