DRISCOLL ISD

TIA GUIDEBOOK

2024-2025

TEACHER INCENTIVE ALLOTMENT

UPDATED 10.11.24

This is a working document and is subject to change

TEACHER INCENTIVE ALLOTMENT 3

TIA IN DRISCOLL ISD 4

DESIGNATIONS 5

Pathways to Designation 6

National Board Certification 6

Local Teacher Designation System 6

Driscoll ISD's Local Designation System 7

TIA Requirements for Designation 8

TEA Performance Standards 8

Teacher Performance 8

Student Growth 8

TEACHER EVALUATION 9

Dimension Scores 9

STUDENT GROWTH MEASURE 10

Student Growth Instrument 10

Student Growth Measure Integrity 12

SCORING AND ELIGIBILITY 13

TIA Designation Score Chart *For exemplar purposes only:* 14

Evaluation Frequency 15

CAMPUS ALLOTMENT FACTORS & COMPENSATION 16

Distribution of Funds 17

COMPENSATION 18

Driscoll ISD Distribution Plan 18

Eligibility for Compensation 18

Amount and Frequency of Compensation 18

TRS Retirement Impact of Compensation 18

Movement of Teachers 18

Deduction Information 18

TIA COHORT G TIMELINES 19

https://sites.google.com/driscollisd.us/teacherincentiveallotment?usp=sharing

TEACHER INCENTIVE ALLOTMENT

Overview

The Texas Education Agency's Teacher Incentive Allotment (TIA) was established by House Bill 3 (HB 3), which was passed by the 86th Texas Legislature in 2019 and signed into law by Governor Abbott on June 11, 2019. The goal of the TIA is to provide a realistic pathway to a six-figure salary for teachers in order to help recruit, support, and retain highly effective teachers in all schools, particularly in high-needs and rural schools.

HB 3 established the TIA to recognize effective teachers on three different levels: Recognized, Exemplary, and Master. These teacher designations generate additional teacher-focused allotment funding for districts in order for them to reward their top performers (http://tiatexas.org).

Teachers earn designations through two different routes:

- National Board Certification (automatic Recognized designation)
- Local Teacher Designation System (TEC Sec. 21.3521)

Driscoll ISD's implementation begins during the 2024-2025 school year. The TIA provides a pathway to financially recognize top teachers and serves as a great opportunity to honor the hard work of Driscoll ISD's teachers.

This **will not** replace the district's current pay structure. A stipend, paid with funds received from TEA, will be issued to those who are eligible for compensation under TIA. The TIA payment is credited in the Teacher Retirement System (TRS) and will be used in retirement benefit calculations.

TIA IN DRISCOLL ISD

Why is Driscoll ISD Participating in the TIA?

We believe our teachers should excel in leading and designing engaging work for students that leads students to high levels of academic success. As a school district, we want to create a pathway that rewards highly effective teachers who get results as measured by student academic growth while also contributing to the growth and development of their own craft and that of their colleagues.

While our district rates well in many academic measures, we also know that there are areas we can improve upon, and we believe the Teacher Incentive Allotment (TIA) can help provide a financial incentive to teachers who choose to engage in the important work within the areas our district defined as priorities for TIA.

Additionally, TIA allows us to further pursue the fulfillment of our four board goals that guide our work. Goal 1: Foster a commitment to students through collaboration with all stakeholders, Goal 2: Foster rigorous academics, Goal 3: Foster financial responsibility and Goal 4: Foster a safe, secure environment for all.

We believe it is important to provide the opportunity for highly effective teachers to earn more without having to leave the classroom.

The Teacher Incentive Allotment (TIA) allows Driscoll ISD to become more competitive with our surrounding school districts by attracting the best teachers to work in our campuses. Teachers are considered to be the leading contributors to student success. Participation in TIA provides the necessary incentive to attract high-performing teachers from other districts to Driscoll ISD and for our most effective teachers to stay.

DESIGNATIONS

What is a TIA Designation?

House Bill 3 (HB 3) established the Teacher Incentive Allotment (TIA) to recognize effective teachers at three distinct levels: Master, Exemplary, and Recognized. These teacher designations generate additional teacher-focused allotment funding for districts to reward and retain their most effective teachers.

Master Teacher

Master level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 5% of teachers statewide.

Exemplary Teacher

Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 20% of teachers statewide.

Recognized Teacher

Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 33% of teachers statewide. The Recognized Designation can be earned through the Local Teacher Designation System or through National Board Certification.

Pathways to Designation

The Recognized designation may be earned through National Board Certification. National Board Certification is available in 25 certificate areas across 16 disciplines with emphasis on grade levels from PK through 12th grade. Driscoll ISD staff who possess a National Board Certification should contact the Human Capital Management Department to provide the necessary documentation.

National Board Certification

National Board Certification automatically qualifies any teacher for Recognized designation regardless of teaching assignment, but the teacher must be PEIMS-coded as 087. Staff interested in pursuing National Board Certification are encouraged to consult the National Board for Professional Teaching Standards site for more information.

National Board Certified Teachers (NBCTs) are eligible to earn a Recognized designation if they meet the following criteria:

- Hold an active National Board certification.
- NBCT directory listing reflects Texas residency and/or employment.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.
- Once earned, the designation will remain active until the July following the expiration of the National Board certificate.
- NBCTs are eligible for higher designations through the Local Teacher Designation System.

National Board teachers are eligible to generate an allotment for their district if they meet the following criteria:

- Employed and compensated by a Texas school system in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Reported by the Texas school system in a role ID codded as 087 during that year's Class Roster Winter Submission in February.

Local Teacher Designation System

Teachers are eligible to earn a designation through a local designation system if they meet the following criteria:

- Employed by the recommending district in a role ID coded as 087
- Employed and compensated by the recommending district in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Not currently designated by a local designation system unless being recommended for a higher designation or in the last year of a teacher designation.

All designated teachers are eligible to generate an allotment for their district if they meet the following criteria:

- Employed and compensated by a Texas school system in a role ID coded as 087 for at least 90 days at 100% of the day or 180 days at 50-99% of the day.
- Reported by the Texas school system in a role ID coded as 087 during that year's Class Roster Winter Submission in February.

Local Designation System Requirements

House Bill 3 provides districts with local control and flexibility in choosing how to evaluate teachers and assign designations.

The designation system must include both a teacher observation and a student performance component:

- **Teacher Observation based on T-TESS Domains 2 and 3**
- **Student Growth Measures Determined by the District.** These can include pre- and post-tests, value-added measures, student learning objectives (SLOs), and portfolios. District application must show evidence of validity and reliability.

The systems must be submitted to TEA for approval and undergo a data- validation process, which will be conducted by Texas Tech University. As part of the validation process, Texas Tech will:

- Review alignment between teacher observation ratings and student performance ratings.
- Review alignment between student performance ratings and value-added ratings for applicable teachers.
- Review data validity by appraiser/rater, by campus, across campuses in a district, and by teaching assignment.
- Compare district data to state data by comparing the percentage of teachers a district puts forth for designation to overall district performance.

Driscoll ISD's Local Designation System

The designation system in Driscoll ISD includes the following components:

Teacher Observation based on T-TESS: Teachers in the TIA Eligibility Band will receive a full evaluation, including a formal observation. The results of the End of Year conference in domains 2 and 3 will be used to fulfill this component.

Student Growth Measures: In 2024-2025, the growth measures used will be

- Kinder – 8th Reading and Math, 5th & 8th Science, Algebra I: NWEA MAP. Teachers in the eligibility band administer MAP to all their students. If a teacher has students who take more than one MAP contents, all growth scores will be used in the factoring of the designation components.
- 8th Social Studies: District Created/STAAR. Teachers in the eligibility band administer a district created pre-test in the Fall. Teachers administer STAAR/STAAR EOC as scheduled by the state. The district calculates student growth.
- 4th grade PE: FitnessGram. Teachers in the eligibility band administer Fitnessgram to all their students at the beginning and end of year. The district calculates student growth.
- Prekindergarten: CIRCLE. Teachers in the eligibility band administer CIRCLE to all their students at the beginning and end of the year. The district calculates student growth.

TIA Requirements for Designation

TIA Evaluation Frequency

Evaluation of teacher eligibility for a TIA designation is considered annually. This means that every year a teacher receives a T-TESS evaluation and has available student growth measure data, the teacher's TIA score will be calculated and the teacher has an opportunity to meet TIA eligibility:

- Teachers with an existing TIA designation will be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

TEA Performance Standards

To implement the Teacher Incentive Allotment, House Bill 3 also requires the setting of "performance and validity standards" to ensure that the identification of highly effective teachers under the three designation categories - Master, Exemplary, and recognized - yields reliable and comparable results across the state. The performance standards for T-TESS evaluations and student growth are listed below.

Teacher Performance

TIA establishes a priority emphasis on Domains 2 and 3 (Instruction and Learning Environment) of the T-TESS rubric. To be eligible for a TIA-designation, teachers must earn a rating of proficient or higher on each of the eight dimensions measured across Domains 2 and 3 during the data capture year. Based on an analysis of statewide T-TESS observation data, TEA has identified score averages across Domains 2 and 3 of T-TESS:

- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5

More information can be found in TEA's Teacher Observation Performance Standards document.

Student Growth

To be eligible for a TIA-designation, teachers must earn a student growth outcome during the data capture year. TEA established these expectations based on statewide performance expectations:

- Recognized designation ≥ 55%
- Exemplary designation ≥ 60%
- Master designation ≥ 70%

More information can be found in TEA's Student Growth Performance Standards.

Final District Standards subject to change.

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.

TEACHER EVALUATION

Requirements for Designations

The Texas Teacher Evaluation & Support System (T-TESS) is the state-adopted teacher appraisal instrument. T-TESS includes three components aimed at capturing the holistic nature of teaching and developing teacher habits of continuous improvement:

1. Goal setting and professional development plan;
2. Pre-conference, observation, and post-conference (i.e., appraisal cycle); and
3. Student growth

For the Texas Incentive Allotment (TIA), Driscoll ISD calculates T-TESS dimension scores and an average score for the 8 Dimensions in Domains 2 and 3 of T-TESS.

Dimension Scores

There are eight dimensions in Domains 2 and 3 on the T-TESS rubric::

Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
- Dimension 3.2 Managing Student Behavior
- Dimension 3.3 Classroom Culture

Each dimension is scored on a scale of 1-5 in the order as follows:

1. Improvement Needed
2. Developing
3. Proficient
4. Accomplished
5. Distinguished

STUDENT GROWTH MEASURE

Requirements for Designations

Student growth is calculated for all students that have a TIA-designated fall and spring assessment. Student growth performance is associated with individual teachers based on the following enrollment criteria:

- Teacher of record at beginning of year (October snapshot date)
- Teacher of record at end-of-year assessment (April/May)

Student growth will be calculated at the teacher level, combined across all assessed content areas for which the teacher has assigned teaching responsibilities.
In order for teachers to receive a student growth measure, there must be at least six (6) unique student growth records across assigned students and content areas.

Student Growth Instrument

The instrument used to measure student growth depends on the grade level and subject area:

- NWEA MAP Growth is used for K – 8th ELAR and Mathematics, 5th & 8th Science, Algebra I
- District Created Pre-Test/STAAR and STAAR EOC is used for 8th Social Studies
- Fitnessgram is used for 4th grade PE
- CIRCLE is used for prekindergarten

Calculating Student Growth

For CIRCLE growth, student growth is calculated as the percentage of students who meet or exceed their locally determined projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration. The district will use local historical data, alongside feedback from stakeholders and district leaders, as well as the national data on this assessment, to set the growth target point increase from Wave 1 to Wave 3 for CIRCLE.

For NWEA MAP growth, student growth is calculated as the percentage of students who meet or exceed their MAP projected RITT growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

For District Created Pre-Test and STAAR Post Test, student growth is calculated as quintile model with the district establishing target growth for each quintile of students, to determine the percentage of students who meet or exceed their projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

For Fitness Gram, student growth is calculated with the district establishing target growth for each student, to determine the percentage of students who meet or exceed their projected growth from the fall (BOY) administration (October snapshot of students in a teacher's class) to the spring (EOY) administration.

The number of students meeting growth expectations and the number of assessed students, regardless of which assessment type and content area, are combined to determine the collective percentage of students meeting (or exceeding) growth.

Additional Teaching Assignment Eligibility:

Dyslexia teachers: ELIGIBLE: Student Rosters collected, use Reading/Language Arts student growth data

Resource teachers: ELIGIBLE: Student Rosters collected, use Reading/Language Arts or Math data student growth data

TIA Eligible Courses for 2024-2025:

Service ID	Service Description (Content/Grade-Level)	Subject Description	Grade Level
03100500	Algebra I	MATHEMATICS	GRADES 9-12
02625030	English Language Arts and Reading, Grade 3	ENGLISH LANGUAGE ARTS	GRADE 3
02625040	English Language Arts and Reading, Grade 4	ENGLISH LANGUAGE ARTS	GRADE 4
02625050	English Language Arts and Reading, Grade 5	ENGLISH LANGUAGE ARTS	GRADE 5
03200510	English Language Arts And Reading, Grade 6	ENGLISH LANGUAGE ARTS	GRADE 6
03200520	English Language Arts And Reading, Grade 7	ENGLISH LANGUAGE ARTS	GRADE 7
03200530	English Language Arts And Reading, Grade 8	ENGLISH LANGUAGE ARTS	GRADE 8
02010000	Grade 1	SELF-CONTAINED	GRADE 1
02020000	Grade 2	SELF-CONTAINED	GRADE 2
02030000	Grade 3	SELF-CONTAINED	GRADE 3
02040000	Grade 4	SELF-CONTAINED	GRADE 4
02050000	Grade 5	SELF-CONTAINED	GRADE 5
02060000	Grade 6	SELF-CONTAINED	GRADE 6
02070000	Grade 7, Self-Contained	SELF-CONTAINED	GRADE 7
02080000	Grade 8, Self-Contained	SELF-CONTAINED	GRADE 8
01020000	Kindergarten	SELF-CONTAINED	KINDERGARTEN
82900XXX	Local-Credit Course - Other Departmentalized, Grade 6	LOCAL CREDIT COURSE	GRADE 6
82990XXX	Local-Credit Course - Other, Grade 7	LOCAL CREDIT COURSE	GRADE 7
83800XXX	Local-Credit Course - Other, Grade 8	LOCAL CREDIT COURSE	GRADE 8
02640030	Mathematics, Grade 3	MATHEMATICS	GRADE 3
02640040	Mathematics, Grade 4	MATHEMATICS	GRADE 4
02640050	Mathematics, Grade 5	MATHEMATICS	GRADE 5
02640060	Mathematics, Grade 6	MATHEMATICS	GRADE 6
03103000	Mathematics, Grade 7	MATHEMATICS	GRADE 7
03103100	Mathematics, Grade 8	MATHEMATICS	GRADE 8
02530007	Physical Education, Grade 4	PHYSICAL ED. & HEALTH	GRADE 4
02530003	Physical Education, Grades 1-6	PHYSICAL ED. & HEALTH	ELEMENTARY (GRADES 1-6)
01010000	Pre-Kindergarten	SELF-CONTAINED	PRE-KINDERGARTEN
02650500	Science, Grade 5	SCIENCE	GRADE 5
03060800	Science, Grade 8	SCIENCE	GRADE 8
03343100	Social Studies, Grade 8	SOCIAL STUDIES	GRADE 8
SE000001	Special Education, Generic	OTHER	ALL GRADE LEVELS

Student Growth Measure Integrity

It is important to the integrity of Driscoll ISD's TIA System that student growth measures are administered fairly and consistently throughout the organization. In order to ensure that all students can demonstrate their full potential on student growth measures, the following conditions must be met.

Student Growth Measure Security and Confidentiality

Maintaining security and confidentiality of student growth measures helps to ensure that student performance is accurately measured as a part of Driscoll ISD's TIA system. In order to maintain student growth measure security and confidentiality:

- Student growth measure test content should not be shared or discussed
- Student growth measure test administration procedures should be followed exactly as provided by the test provider
- Student growth measure test materials or student products shall be maintained in a secure location before, during, and after test administration
- Students must be actively monitored during student growth measure test administrations
- Students may not receive assistance to complete student growth measures, beyond what is allowable by the test provider or prescribed by a governing student committee as applicable to standardized assessment programs (e.g., STAAR, ARD, LPAC, 504, etc.).
- Suspected educator misconduct must be reported in a timely manner

Serious Student Growth Measure Testing Violations

The following educator conduct represents serious student growth measure testing violations to security and confidentiality:

- Directly or indirectly assisting students with responses to test questions
- Tampering with or falsifying student responses
- Discussing or disclosing test content or student responses, except as needed for data analysis and/or instructional decision-making
- Duplicating, recording, or electronically capturing test content or student responses, unless authorized to do so by test provider
- Exempting or preventing a student from participating in student growth measures
- Failing to implement sufficient procedures to prevent student cheating
- Encouraging or assisting an individual to engage in any conduct described above
- Failing to report an individual that has engaged in or is suspected of engaging in any conduct described above.

SCORING AND ELIGIBILITY

District Process

To determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end-of-year analysis:

1	The Observation Component includes the T-TESS Domains 2 and 3 The Student Growth Component includes the percent of students who met or exceeded growth for students across all TIA eligible courses
2	The Overall TIA Designation score chart used to identify three levels of designations of teachers. The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA cut points. The district may use the performance minimums to determine overall TIA Designations and/or a Weighted Composite Score to determine TIA Designation. Final TIA Criteria will be made publicly available once analysis is complete.
3	Individual teacher data is then verified to ensure that the component scores meet the District's performance criteria: • TEA requires the teacher to still be employed as a teacher at the time of TIA data submission. Data submission is typically in the October following the completion of the data collection year • TEA does not permit the district to submit teachers demonstrating the same TIA designation level unless the current TIA designation is expired. • If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years. • If performance criteria is not met, no TIA designation is submitted to the State.

TIA Designation Score Chart *For exemplar purposes only:*

Final District Standards subject to change

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.

Participation Eligibility Checklist	
Employee Role is 087 PEIMS-Coded Classroom Teacher	
Eligible Teaching Assignment - Completed full school year	
Completed T-TESS Observation Cycle	
Met Minimum Number of Students for Growth Calculation	
Does the teacher meet the eligibility requirements?	

PERFORMANCE COMPONENTS		
TEACHER OBSERVATION COMPONENT	Minimum Average T-TESS Earned to be Considered for Designation: 3.7	
	AVERAGE T-TESS T-TESS Dimensions, Domains 2 & 3	
TIA Observation Score Cut Points Recognized - 3.7, Exemplary - 3.9, Master - 4.5		

STUDENT GROWTH COMPONENT	Minimum % Students Met or Exceeded Growth Earned for Consideration: 55%	
	% STUDENTS WHO MET OR EXCEEDED GROWTH	
TIA Student Growth Score Cut Points Recognized - 55%, Exemplary - 60%, Master - 70%		

FINAL DESIGNATION	

- All 2024-25 TIA designations are pending TEA approval.
- After the data is submitted to TEA, Texas Tech completes a data validation process.
  - If the district passes data validation, then pending designations are awarded to teachers in May 2026.
  - If the district does not pass data validation, then none of the pending designations are awarded.
  - Must remain employed as a 087 PEIMS coded teacher, at least 50% of the time through May 2026 for TIA Designation to be awarded by TEA.
  - Must be employed with Driscoll ISD in August 2026 to receive TIA Funds. Retirements at the end of the 2024-2025 school year will be eligible to receive the payout.

Minimum thresholds to achieve the final designation labels:

	OBSERVATION SCORE	STUDENT GROWTH SCORE
Recognized	3.7	55%
Exemplary	3.9	60%
Master	4.5	70%

Annual Score Card

Each year of the TIA evaluation cycle, TIA-eligible teachers will be provided an annual score card. The purpose of the score card is to provide transparency within Driscoll ISD's TIA system. TIA score cards will provide teachers with an individualized report of the annual TIA outcomes based on their performance. Score card data elements will include:

- TIA designation level, as appropriate
- T-TESS performance score of domains 2 and 3
- Student growth outcomes
    - Percentage of students meeting student growth

Evaluation Frequency

Evaluation of teachers eligible for a TIA designation is considered annually.
Teachers in an eligible-TIA band will receive T-TESS evaluations and have student growth measures calculated annually.

- Teachers with an existing TIA designation will not be annually resubmitted for designation within their five-year valid TIA designation period if they continue to meet the same designation level.

- Teachers with an existing TIA designation will be resubmitted for a higher designation within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation.

- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

CAMPUS ALLOTMENT FACTORS & COMPENSATION

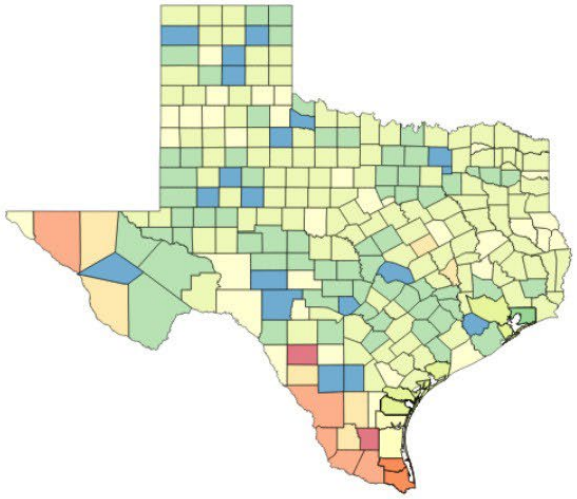
The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers campus characteristics, including student socioeconomic status and campus location:

- Schools with greater student need based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.

For more information about the TIA allotment calculations, see TEA's Teacher Incentive Allotment page. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see Teacher Incentive Allotment Funding Map..

Designation Level

Socio-Economic Level



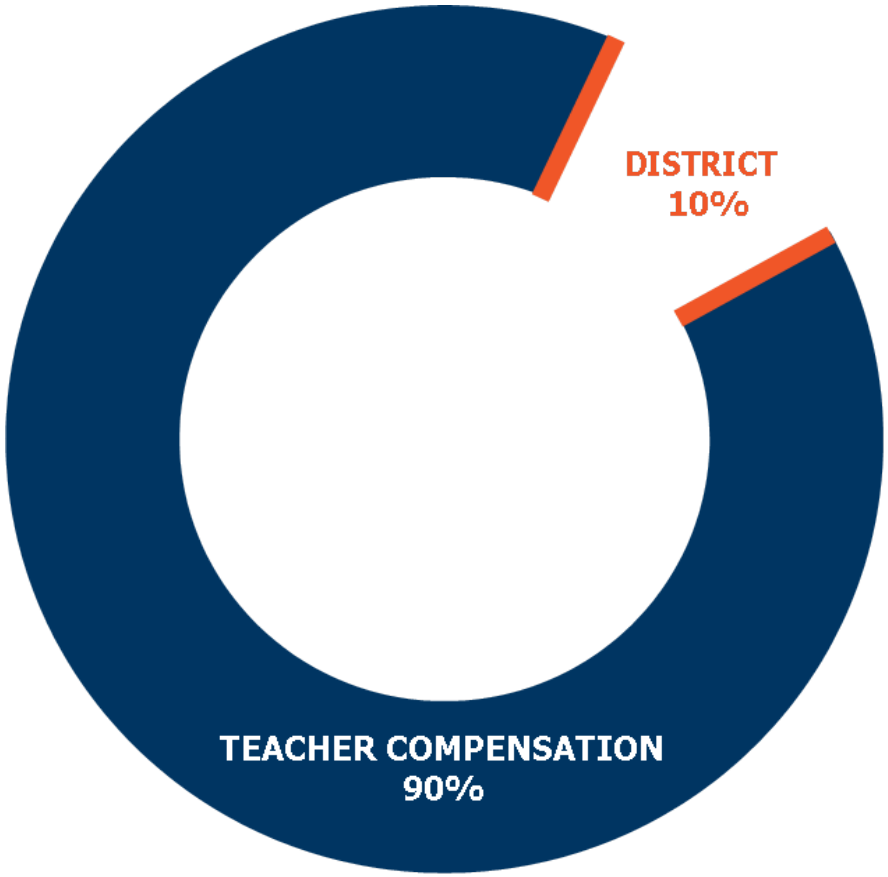
Rural Status

Rural

or

Not Rural

Distribution of Funds



The District has a clear, written plan to abide by the spending requirements in TEC 48.112, including spending at least 90% of the TIA funds awarded to the district on teacher compensation on the campus where the designated teacher works, a maximum of 10% of the district's allotment on implementing TIA and/or supporting teachers in earning designations.

COMPENSATION

Driscoll ISD Distribution Plan

- TIA-designated teachers in Driscoll ISD receive 90% of TIA funds.
- The District shall retain 10% of the TIA dollars to use as follows:
    - To support district oversight of the implementation of TIA and ongoing development of resources for TIA.
    - To provide professional development to support teachers in obtaining TIA Designations

Eligibility for Compensation

Teachers with a TIA designation will generate funds if they meet the following criteria:

- Are employed by the district as a teacher (087 Role ID)
- Met or will meet the creditable year of service requirement by the end of the school year

Amount and Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations. 90% of TIA compensation must be distributed toward teacher compensation on the campus where a TIA teacher is designated.

- TIA-designated teachers will receive TIA compensation annually based on their TIA designation and TIA state funding for their campus of assignment at the Winter snapshot date.
- Compensation will be distributed prior to August 31st

TRS Retirement Impact of Compensation

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

Movement of Teachers

- If a teacher moves campuses within the district during the school year, the teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification.
- If a teacher leaves Driscoll ISD prior to Winter Roster Verification, they will not receive TIA funds from Driscoll ISD.
- If a TIA designated teacher retires from Driscoll ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.
- If a TIA designated teacher leaves Driscoll ISD for reasons other than retirement after the Class Roster Winter Submission, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

Deduction Information

Employees are responsible to pay both the employee and employer benefit and tax costs. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

Please refer to the Driscoll ISD Employee Handbook for more information.

TIA COHORT G TIMELINES