

## **Kennedale ISD's Local Teacher Incentive Allotment (TIA) Spending Plan**

### **Distribution of Compensation**

Statute requires districts to spend at least 90% of their TIA allotment funds on teacher compensation at the campus where the designated teacher works. The remaining 10% may be set aside for costs associated with implementing and maintaining a local designation system, professional development, or the cost of TIA implementation. In Kennedale Independent School District:

- **70%** of TIA funds received by Kennedale ISD will be distributed directly to the designated teacher.
- **20%** of TIA funds received by Kennedale ISD will be consolidated at the campus level and evenly distributed among the following specified non-TIA designated teachers:
  - Reading & Math Interventionists, Special Education Resource & Inclusion Teachers, Dyslexia Specialists, and GT Teachers.
- **10%** of TIA funds received by Kennedale ISD will be reserved at the district level to support district oversight of the implementation of TIA and ongoing development of TIA resources.

### **Frequency of Compensation**

Teachers will receive their TIA compensation as a single, annual stipend paid in August. The amount is based on their TIA designation and the state funding allocated to the campus where they are assigned at the time of Class Roster Winter Submission.

### **Impact of Compensation**

TIA compensation amounts distributed will include deductions for federal income tax; Medicare tax and TRS contributions (including both the employee and employer's portion) as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

- **TRS Retirement Impact of Compensation:** TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS- eligible staff. Employees are responsible to pay both the employee and employer benefits. All Teacher Retirement System (TRS) rules apply to incentives earned through TIA (please consult [TRS](#) for current rules).

### **Fund Distribution**

**New to the District:** Designated teachers hired before Winter Roster Verification will receive funding based on the campus where they are assigned at the time of verification. Newly hired designated teachers will follow the same spending plan.

**Movement of Teachers:** If a designated teacher moves between district campuses during the school year, the district will distribute TIA compensation based on the teacher's campus assignment at the time of the Class Roster Winter Submission.

**Retirement:** If a designated teacher retires through TRS at the end of the school year, Kennedale ISD will disburse the awarded funds directly to the designated teacher.

**Leaving the District:** If a designated teacher resigns, excluding retirement through TRS at the end of school year, they will forfeit any awarded funds. The district will not issue payment to the designated teacher, and the funds will be reallocated to the campus where the designated teacher was employed. Examples include:

- **Resignation before class roster winter roster submission:** The designated teacher will not receive an allotment per the spending plan, as the state will not generate funds for the district.
- **Resignation after class roster winter submission (during or at the end of the school year):** The designated teacher will not receive the TIA stipend, even if state funds are generated.

Kennedale ISD cannot recommend a teacher for a TIA designation if they do not remain in an eligible teaching position the year after the data capture year. For instance, if a teacher earns a designation based on 2025-2026 data but transitions to an assistant principal role in 2026-2027, the district will not be able to recommend that employee for designation, as they are no longer in the 087-teacher role at the time of data submission.

If Kennedale ISD does not employ a TIA-designated teacher at the TEA winter roster date (typically February), KENNEDALE ISD will not be responsible for paying TIA funds. In such cases, the designated teacher must coordinate with their new district.