Teacher Incentive Allotment (TIA)

Spending Plan

State Requirements 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. Funding for an Acknowledged designation ranges from $3-9K, a Recognized designation ranges from $5-15K, Exemplary designation ranges from $9-25K, and Master designations range from $12-36K.

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.

For any funds received by Mathis ISD for a designated teacher under the Teacher Incentive Allotment (TIA),

- Mathis ISD will distribute the required 90% to designated teachers.
- The remaining 10% of TIA allotment funds generated will be used to cover training and support, professional development, and TIA related expenses.

OR

- The district will allocate 80% of the funds to the designated teacher and 10% to the teacher assistant(s) who supports the designated teacher.
    - The 10% going to other instructional roles will be split evenly across teacher assistants who support the designated teacher in the same teaching assignment.
- The remaining 10% of TIA allotment funds generated will be used to cover training and support, professional development, and TIA related expenses.

Frequency of Compensation

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

- The first year's TIA amount will be paid in the form of a one-time stipend by August 31, 2027.
- TIA-designated teachers will receive TIA compensation **annually** based on their TIA designation and TIA state funding for their campus of assignment at Class Roster Winter Submission.
- Compensation will be distributed in their July paycheck, provided all information is received per TEA's published timelines.

Timeline

The following dates are specific timelines for the TIA:

- July 2027- TIA Designated Teacher Stipend Payout
- August 31, 2027- Deadline for the 10% retained TIA funds to be spent by Mathis ISD
- September 1, 2027- District receives funding for TIA for the previous year during the settle-up process.

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.

Deduction Information

TIA compensation stipends are eligible for use when calculating retirement benefits for TRS-eligible staff. 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).

Teachers Leaving Mathis ISD

If a TIA designated teacher retires from Mathis 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 Mathis ISD for reasons other than retirement after the Class Roster Winter Submission (last Friday in February), the teacher **will not** receive the funding amount allocated to them based on the TIA approved by TEA. The employee must be employed by Mathis ISD at the time of the payout in July to receive the funds. The TIA funds of a teacher who left Mathis ISD will be redistributed to the designated teachers at the campus where the TIA-designated teacher was employed at the Class Roster Winter Submission.

A designated teacher leaving the district after Class Roster Winter Submission (last Friday in February) due to termination **will not** receive their stipend. Their share of the allotment will be redistributed to the designated teachers at the campus of the terminated teacher.

Mathis 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 2025-26 school year, but the teacher moves into an Assistant Principal position in the 2026-27 school year, that teacher cannot be put forth for a designation because they are no longer serving in an eligible teaching position.

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 in 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.