



# Gainesville ISD Teacher Incentive Allotment Spending Plan

## **State Requirements for TIA Funding**

The TIA was established in House Bill 3 in 2019 to recognize and reward districts' most effective teachers, particularly those working in rural or high-needs schools. Because TIA has been implemented for a couple of years now, it is not new to the districts currently participating in the program. However, many districts are still in the application and approval process or have not yet applied for TIA funding. TIA provides funding for supporting new ways of strategically compensating teachers and other educators, and for providing the best teachers the opportunity to earn meaningful pay increases based on performance.

## **Teacher Designation Award Amounts**

Under TIA, teachers may be designated as Recognized, Exemplary, or Master as a result of observations based on TTESS, student growth, and other factors districts may adopt. Districts receive a minimum of \$3,000 for every teacher designated as Recognized, \$6,000 for teachers designated as Exemplary, and \$12,000 for teachers designated as Master. Districts may earn significantly more due to their student socioeconomic level and if they have a rural designation. TIA funds must be used at the school where the designated teachers generating the funds teach. At least 90 percent of funds must be used for strategic compensation pay. Districts may retain up to 10 percent for implementation and support. The Texas Education Agency has a tool to help make TIA revenue estimates by district on the TIA website: <https://tiatexas.org/resources/>. Compensation for National Board Certified Teacher (NBCTs) will follow the same spending plan as a Recognized teacher(s) who earned designation through the district's local designation system. Gainesville ISD will use the TEA and SBEC services to verify the designation upon hire.

## **Distribution of Compensation**

The 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 awarded.

\* Gainesville ISD will distribute the required 90% directly to teachers at the campus. TIA designated teachers will receive 80% and support teachers at the campus where the designation was awarded will receive 10%.

\* The remaining 10% of the TIA allotment funds generated will be used at the district level to support the designation system and to support teachers in getting designated.

## **Frequency of Compensation**

TIA compensation is an annual allotment provided by the state and is subject to availability of state funding allocations. \* TIA designated teachers will receive TIA compensation in one lump sum (included in the August Pay Period) based on their TIA designation. Funding for their designation will be determined based on the assignment at the time of the Fall Snapshot date typically the last Friday in October.

## **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) Gainesville ISD 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 Gainesville ISD during the school year, Gainesville ISD 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 leaves the district or retires after the Winter Class Roster Submission and completes the current instructional days for that school year, the full 90% of the designated funds will be forwarded to the Designated Teacher.

\* If the Designated Teacher leaves the district or retires after the Winter Class Roster Submission, but before the end of the school year the 90% of the designated funds will remain with the district unless the teacher has an extenuating circumstance that requires them to leave the district prior to the completion of the instructional days for that school year and the disbursement will require board approval. The funds that would have gone to the TIA designated teacher who left the district prior to the end of the instructional days for that school year will be distributed among all other eligible teachers who have a minimum of a 3.0 on TTESS and 55% growth using their specific growth measure.

\* Gainesville 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 school year A, but the teacher moves into administrative role in the school year B, 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 Gainesville ISD at the time of Winter Class Roster (typically in February of each year), then Gainesville ISD 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.

## **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. The district's compensation plan will be approved annually by the Board of Trustees. TIA compensation includes 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 if needed after the final allotment is determined for the district by the state.