



Godley ISD Spending Plan for Teacher Incentive Allotment (TIA)

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% 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. Even though a teacher may earn a designation, they are not entitled to any of the funds in the form of salary unless it is listed in the Board approved TIA spending plan, rather the funds are to be distributed with at least 90% occurring on the campus the teacher is at and no more than 10% at the district level to support rollout and implementation of TIA.

The state will calculate rural and socioeconomic tier funding status annually based on student enrollment. Allotment funds will be based on the socioeconomic 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 rural and socioeconomic tier funding of the new campus.

Godley ISD will track performance of designated teachers each year and support them to ensure they continue to perform at or above their designated levels. If a designated teacher moves from an "087" teaching role as defined by PEIMS or if they are not performing to their designated levels as determined by Godley ISD administration, they will not be eligible for the salary stipend payouts as listed in the Board approved TIA spending plan, but rather the full amount will be paid among the other instructional-facing roles or needs at the campus.

Godley ISD does not currently have an approved designation program for TIA and therefore cannot designate teachers. If a designation is earned and brought to GISD, the allotment will expire once the designation expires as noted on their certification with the TEA.

This spending plan is subject to annual Board approval and is subject to change at the discretion of Godley ISD's administration recommendation to the Board for an amended approval.

Additional information for the Teacher Incentive Allotment can be located at www.tiatexas.org.

Godley ISD's Spending Plan for TIA Funding

School Year	Month	Action Item
2025-2026	April 2026	The district will receive notification of allotment generated by teacher and campus, based on the TSDS Winter Class Roster data.
	No later than May 2026	The district finalizes the TIA spending plan in compliance with statute.
	No later than May 2026	The district will verify and confirm our annual allotment in the Strategic Compensation Operations Management System (SCOMS), a TEAL-based web application used for the Teacher Incentive Allotment (TIA), based on the eligible teachers linked to our district.
	July 2026	The district will pay out all TIA funds generated for the previous school year in a lump sum to each eligible teacher as listed from SCOMS.
	August 2026	The district must verify that all TIA funds generated for the previous school year have been spent and submit certification to TEA.
	September 2026	The district will receive the reimbursable funds through FSP in the settle-up process of State funding.
School Year	Month	Action Item
2026-2027	April 2027	The district will verify and confirm the annual spending plan, calculation of distributions, and the annual allotment in the Strategic Compensation Operations Management System (SCOMS), a TEAL-based web application used for the Teacher Incentive Allotment (TIA), based on the eligible teachers linked to our district.
	April 2027	The district will pay out the first 33% of the TIA funding to the teachers that were eligible as listed from SCOMS (if still employed during the regularly scheduled April payroll).
	June 2027	The district will pay out the second 33% of the TIA funding to each eligible teacher as listed from SCOMS (if still employed during the end of the full school year).
	August 2027	The district will pay out the final 34% of the updated TIA funding to each eligible teacher as listed from SCOMS (if still employed for the next school year during the regularly scheduled August payroll).
	August 2027	The district must spend all TIA funds generated for the previous school year and submit certification to TEA.

Allocation of Compensation

For the 2025-2026 school year, Godley ISD will allocate 90% of the TIA funds to the teacher who earned a TIA designation and will retain 10% of the funds for supporting the TIA initiative at the district level, including but not limited to, payroll taxes and benefits, professional development support for teachers, supporting other campus initiatives, and/or funding a part-time TIA Lead for the district to support and manage TIA systems.

For the 2026-2027 school year and beyond, Godley ISD will allocate 90% of the TIA funds to the campus that the teacher who earned a TIA designation is teaching on, and will retain 10% of the funds for supporting the TIA initiative at the district level, including but not limited to, payroll taxes and benefits, professional development support for teachers, supporting other campus initiatives, and/or funding a part-time TIA Lead for the district to support and manage TIA systems. The percentage allocated to the teacher will be at least the same level that they were to receive at their designating district (based on that district's current spending plan), but will not be greater than 90% (i.e. If a teacher obtains a designation from a district with a 50% teacher pay out spending plan, Godley ISD will pay at least the 50%, but is allowed to determine the use of the other 40% for needs at the campus - which could include direct payments to the designated teacher or be paid among the other instructional-facing roles or needs at the campus - while retaining the other 10% as noted previously). This determination will be calculated no later than April of each year before the first of the three payments are distributed.

Frequency of Compensation

The district will provide the TIA compensation to teachers through a lump sum payment (as a separate check/EFT from the district) for the 2025-2026 year only in the regularly scheduled July 2026 payroll.

For the 2026-2027 year and beyond, the district will pay out the allotment in three (3) separate payments during the year as follows. This schedule, including dates and restrictions, are subject to change at any time with Board approval.

- Payment of the first 33% will occur in April of each school year based on the TIA funding to each eligible teacher as listed from SCOMS.
 - To be eligible for this payment, the teacher must still be employed during the regularly scheduled April payroll. If a designated teacher leaves the district after the winter roster submission (February) and before this date (April), Godley ISD will withhold the full amount of the stipend to be paid to other instructional-facing roles or needs at the campus.
- The district will pay out the second 33% in June of each school year based on the TIA funding to each eligible teacher as listed from SCOMS.
 - If a designated teacher leaves the district after the winter roster submission (February) and before the end of the school year (May), Godley ISD will withhold the remaining amount of the stipend to be paid to other instructional-facing roles or needs at the campus (i.e. If the teacher leaves before the 1st payment is made in April, GISD will retain 100% of the stipend, and if the teacher leaves after the 1st payment is made, GISD will retain the remaining 67%).

- The district will pay out the final 34% of the TIA funding to each eligible teacher as listed from SCOMS.
 - If a designated teacher leaves the district after the end of the school year (May), and is not a current employee for the next school year (August), Godley ISD will withhold the remaining amount of the stipend to be paid to other instructional-facing roles or needs at the campus (i.e. If the teacher is not on contract for the next school year or is employed by another district, GISD will retain the remaining 34%).
- EXCEPTION: If a teacher has retired at the end of the school year (May) and is not employed by another district through August of that year, Godley ISD will pay the remaining 67% of the stipend as a lump sum to that designated teacher no later than August 31st.
 - If the teacher retires and comes back to work for any other district besides Godley ISD, GISD will retain the remaining 67% to be paid to other instructional-facing roles or needs at the campus.

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

- TIA-designated teachers will receive TIA compensation annually on or before August 31 based on their TIA designation and TIA state funding for their campus of assignment at the time TIA funds are disbursed.
- Compensation will be distributed on or before August 31, provided all information is received per TEA's published timelines. The district's designated teachers and paraprofessionals will be paid annually on or before August 31.

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 amounts received will include typical reductions from the allotment received to cover the cost of TRS, on-behalf payments, Medicare, Workers Compensation, and any other pertinent deductions.

Other Notes

- If a designated teacher leaves the district prior to the winter roster verification date (generally in February of each year), the district understands that no allotment will be generated and no compensation will be given to the teacher. The district will only pay out funds to designated teachers based on funds received for TIA.
- If a designated teacher moves campuses within the district during the school year, then Godley ISD will provide the funding to the designated teacher based on the campus where the designated teacher worked during the winter snapshot (generally in February).

- If a designated teacher moves to the district prior to the winter roster verification date, then the designated teacher will receive the allotment of funds generated by the state at the campus where the teacher is assigned during the winter roster verification. The spending plan will be the same for newly hired teachers.
- There will not be any adjustments to the distribution of funds for designated teachers who leave the district after the winter roster submission.
- If a TIA designated teacher is not employed by Godley ISD at the time of the winter snapshot (typically in February of each year), then Godley 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 reference the spending plan of their previous district and work with both districts to determine funding 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 amount has been determined for the district by TEA. 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 the National Board Certification process. For new hires, this will be a question asked during the intake process. The teacher will be required to show proof of active status of the NBPTS National Board Certification.

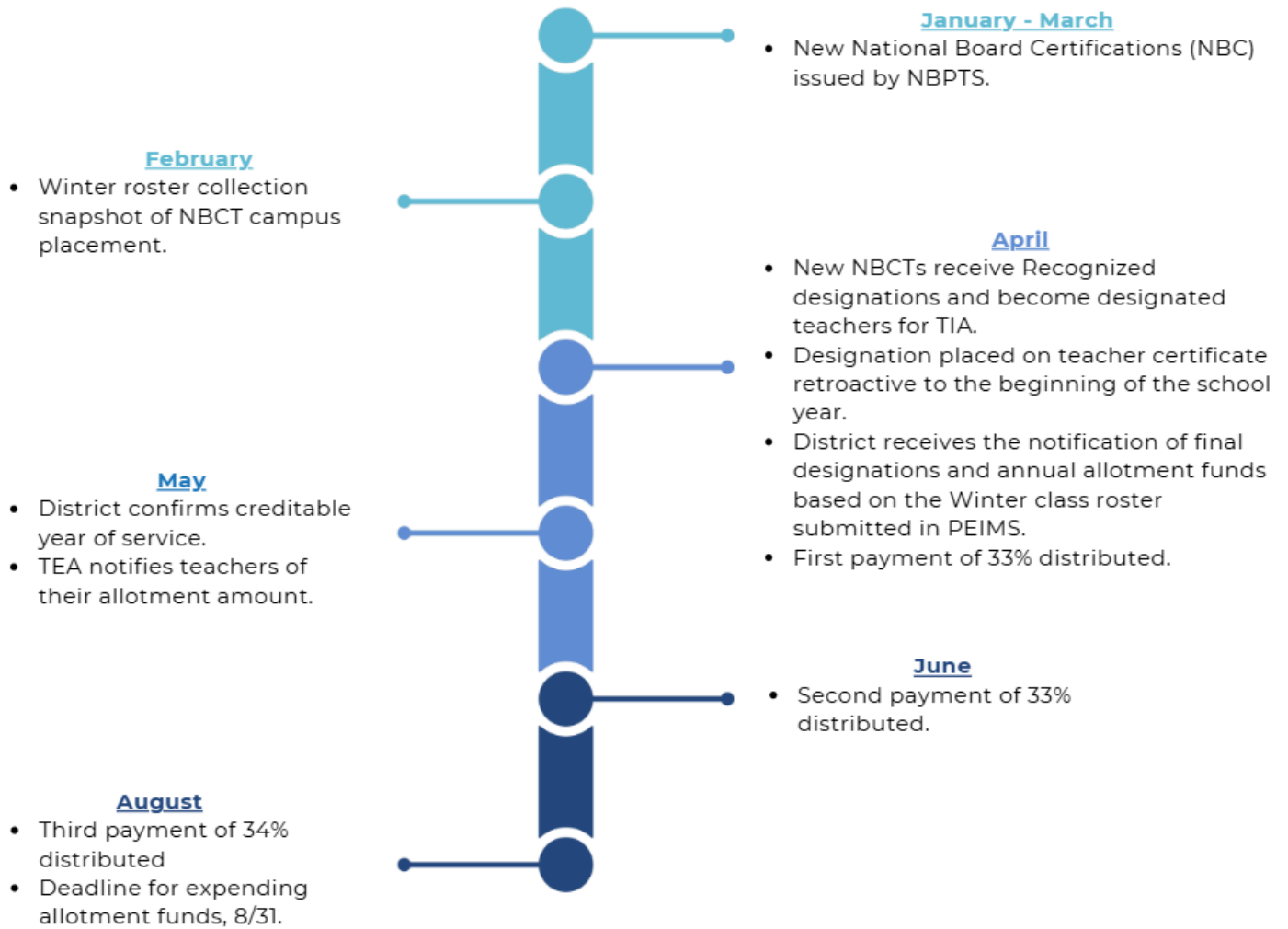
Any questions related to this TIA Spending Plan can be submitted to the following individuals:

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Chief Financial Officer
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Example of Timeline



Godley ISD's Exploration Plan for TIA Funding:

School Year	Month	Action Item
2026-2027	February 2027	The district will submit a letter of intent to be a part of the Teacher Incentive Allotment Program.
	April 2027	The district will submit the final TIA application, including the TIA Spending Plan.
	June 2027	If needed, the district will resubmit the TIA application, including the TIA Spending Plan, based on feedback.
	August 2027	The district must spend all TIA funds generated for the previous school year and submit certification to TEA.
2027-2028	Full Year	The district will capture data based on the approved Local Designation System
2028-2029	October 2028	The district will submit local designation system teacher data to TTU and the designated teacher fee.
	February 2029	The district will receive notification of the Data Submission Review. This includes whether they are able to designate submitted teachers.
	April 2029	The district will receive notification of allotment generated by teacher and campus, based on the TSDS Winter Class Roster data.
	August 2029	The district must spend all TIA funds generated for the previous school year and submit certification to TEA.
Ongoing Post-Approval	September 2029	The district will receive funds through FSP. In the first year, this will be through the settle-up process. Moving forward, it will be part of monthly FSP payments and based on prior year estimates.
	Annually, the district will submit data each October to designate new teachers and will receive a notification each April on the total generated allotment. Teacher year, the district will use all generated funds by August 31st.	