



“Signing, Soaring, Succeeding”

Jean Massieu Academy TIA Compensation Plan

Jean Massieu Academy does not currently participate in the Teacher Incentive Allotment (TIA) program but may employ previously designated teachers. This compensation plan will guide the compensation of those teachers using funds generated through the TIA program. Teachers designated for TIA funds receive allocated funds based on their level of designation (Recognized, Exemplary, Master) and the campus socio-economic tier. Teachers will be notified of their allotment amount directly by TEA, and by the district, in May of each school year.

District Commitments

- The district will verify teachers’ eligibility to receive TIA funds through the approved TEA processes.
- The district will provide teachers 100% of their designated annual allotment amount as supplemental pay on their July paycheck.
 - Please note that these funds are subject to standard payroll tax withholdings.

Important Considerations

- If/when a teacher’s designation expires and they no longer generate these funds, they will no longer be compensated by the district.
- If a teacher chooses to leave the district mid-year without fulfilling their agreement, or is terminated by the district, they will forfeit the funds for that year, and those funds will be used for teacher compensation for the vacancy that was created.
- If a teacher chooses to leave the district at the end of their agreement term, they will receive funds as supplemental pay as outlined above.

The district reserves the right to amend this compensation plan as needed. Should the district decide to participate in designating teachers for the TIA, the TEA-approved TIA spending plan will govern the distribution of funds.