

Spending Plan Overview

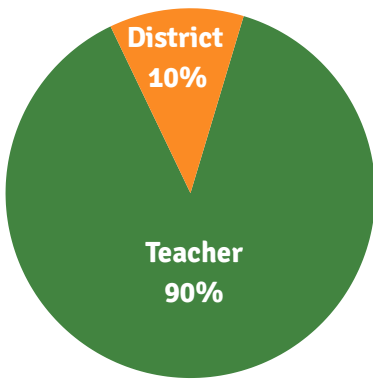
Teacher Incentive Allotment



Statutory Requirements

Districts must spend 90% or more of the allotment on teacher compensation on the campus where the designated teacher works. Up to 10% of the allotment may be used by the district to support the local designation system or to support teachers in earning designations.

Allotment Distribution



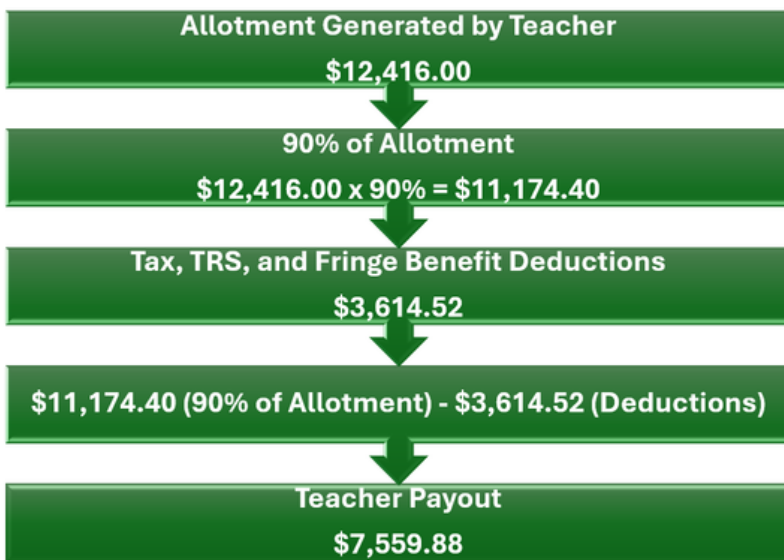
To Teachers

90% of TIA funds go directly to designated teachers, minus taxes, TRS, and fringe benefits deductions. Designated teachers receive a lump sum payment, separate from their regular paycheck, by August 31 each year.

To District

10% of the funds remain with the district. These funds are utilized for training and support of the system, expansion of the system, administrative expenses, and/or professional development related to TIA.

Sample Allotment Calculation



Key Points

- If the district does not receive data validation approval, the district does not receive funds, and teacher payouts will not occur. The district may continue collecting data for submission the following year.
- If a designated teacher has an approved resignation or retires after Winter Roster submission, the district will provide the payout to the teacher by August 31.



Teacher Retirement System

All TIA compensation is Teacher Retirement System (TRS) eligible. TRS has limits of 10% or \$10,000 increase per year on eligible salary increases in the last 3 or 5 years prior to retirement. This could limit the extent to which the TIA compensation paid in those years is TRS eligible. A member can “work out of the limit”– the member will need to contact a TRS benefit counselor when they are ready to retire to determine if this limit will impact their retirement annuity calculation.