



## SPENDING PLAN

### **State Requirements for Teacher Incentive Allotment (TIA) Funding**

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment (TIA) will flow from the state level 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 the 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 the designated teacher generates will be recalculated based on the new campus's 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 considers the designation earned, the level of socio-economic need at the teacher's assigned campus, and whether the campus is rural. Funding for a Recognized designation ranges from \$3,000 - \$9,000, Exemplary designation ranges from \$6,000 - \$18,000, and Master designations range from \$12,000 - \$32,000.

### **Lindale ISD - Allocation of Compensation**

Statute requires that 90% of TIA funds be spent on student-facing instructional staff at the campus in which the designated teacher is employed at the time the TIA funds are allotted. The allocation is as follows:

- **70% - TIA Designated Teachers**
  - The designated teacher will receive 70% (less district benefit costs).
- **20% - Other Teachers on the Campus and Instructional Paraprofessionals**
  - The Other Teachers on the Campus and Instructional Paraprofessionals will receive 20% (less district benefit costs).
- **90% - Recognized National Board Certified Teachers**
  - The Recognized National Board Certified Teachers will receive 90% (less district benefit costs).
- **10% - Administrative Costs**
  - The remaining 10% of TIA allotment funds generated will be used for training and support, expansion of the system, administrative expenses, and professional development.

**Note:** Allocations are subject to change annually as the State adjusts percentages.

### **Frequency of Compensation**

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

- TIA designated teachers will receive TIA compensation **annually (included in the June monthly payroll)** based on their TIA designation. Funding for their designation will be determined based on their campus of assignment at the time of the Winter Class Roster.



## SPENDING PLAN

### Impact of Compensation

TIA compensation 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.

### Criteria for Other Teachers on the Campus and Instructional Paraprofessional Staff Members to Earn TIA Funds

Other Teachers on the Campus and Instructional Paraprofessionals who meet the following criteria will have the opportunity to earn TIA funds. These staff members:

- must directly impact the growth of students.
- must be employed a minimum of 90 days on the campus at Winter Class Roster.
- must not resign, be terminated, or retire before the end of the instructional school year.

Any Other Teachers on the Campus and Instructional Paraprofessionals that resign, are terminated, or retire before the end of the instructional school year will not be eligible to receive TIA funds. For Any Other Teachers on the Campus and Instructional Paraprofessionals who move within the district, pay out totals will reflect the campus assignment at the time of allotment payment. 20% of funds generated by designated teachers will be divided among Other Teachers on the Campus and Instructional Paraprofessionals who meet the above criteria.

### Movement of Designated Teachers

- If a Designated Teacher **leaves the district** prior to Winter Class Roster (generally in February of each school year), Lindale ISD will not receive allotment funding for the designated teacher and therefore no TIA compensation will be given to that teacher nor the instructional support staff member.
- If a Designated Teacher **leaves the district after** Winter Class Roster and after TEA Allotment Verification from TEA (generally in April of each school year) due to retirement, resignation, or termination, Lindale ISD will provide TIA compensation at the time of payoff.
  - In order for a Designated Teacher that has moved to another classroom in a new Texas school district to receive TIA compensation for the remaining years, the Designated Teacher will need to work with their new Texas school district or charter school to be compensated under TIA. In this case, the amount of funds earned under TIA would follow the new district's TIA spending plan and allotments provided by the state for the particular campus based on "rural/non-rural" and "economically disadvantaged" Tier status.
- If a Designated Teacher leaves the district after the Winter Class Roster, but before the TEA Allotment Notification, Lindale ISD will pay in the next regular payroll once the TEA confirmation of funds is received.
- If a Designated Teacher **moves between campuses** within Lindale ISD during the school year, Lindale ISD will provide TIA compensation to the designated teacher based on the campus where the Designated Teacher was assigned during the Winter Class Roster (generally in February of each school year). If an Other Teacher on the Campus or Instructional Paraprofessional moves between campuses within Lindale ISD during the school year, Lindale ISD will provide TIA compensation based on their campus assignment at the time of allotment.
- If a Designated Teacher **moves into the district prior** to Winter Class Roster Verification (generally in February of each school year), 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 **moves into the district after** Winter Class Roster Verification (generally in February of each school year), Lindale 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 former Texas school district or charter school to be compensated under TIA. Lindale ISD will provide the



## SPENDING PLAN

Designated Teacher's compensation for the remaining years of the teacher's designation. The amount of funds earned under TIA would follow the LISD TIA spending plan and allotments provided by the state for the particular campus based on "rural/non-rural" and "economically disadvantaged" Tier status. The instructional support staff is not eligible for compensation for teachers that move into the district because they were not assigned to the Designated Teacher at the time the designation was awarded.

- If a Designated Teacher is **no longer serving in an eligible teaching position** the year following the data capture year, Lindale ISD cannot recommend a teacher to the state for a TIA Designation. For example, if a teacher is Designated as a result of data collected in the 2022-2023 school year, but the teacher moves into an Assistant Principal position in the 2023-2024 school year, that teacher cannot be put forth for a designation because they are no longer serving in an eligible teaching position. Instructional support staff is not eligible for compensation since the district will not recommend the teacher to the state for a TIA Designation.

### **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 as needed each year after the final allotment is determined for the district by the state.