



De Leon ISD

Teacher Incentive Allotment

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 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 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 designated teacher generates will be recalculated based on the new campus 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 takes into account 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 \$3-9K, Exemplary designation ranges from \$6-18K, and Master designations range from \$12-32K.

Distribution of Compensation

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 allotted.

- De Leon ISD will distribute the required 90% to TIA designated teachers. Of the 90% required to be spent on teacher compensation, TIA designated teachers will receive one direct payment equal to 90% of the allotted amount.

- The remaining 10%, will be used at the district level to reimburse TRS expenses related to the TIA compensation, which is scheduled to be 8% for the 2022-2023 school year. Remaining funds of the 10% will be used to provide professional development to help teachers attain TIA designations and/or help to achieve higher designations in the future by becoming more knowledgeable in the best teaching practices and utilizing student data provided by NWEA MAP and district created tests. Any remaining funds will be used to purchase resources needed to implement TIA such as NWEA MAP.

Frequency of Compensation

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

TIA designated teachers will receive TIA compensation **annually** based on their TIA designation. Funding for their designation will be determined based on their campus of assignment at the time of Winter Class Roster.

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) De Leon ISD will not receive allotment funding for the designated teacher and therefore no TIA compensation will be given to that teacher.
- TIA allotment funding is calculated annually for designated teachers based on a set point in the spring of each year known as Winter Class Roster. If a designated teacher is still employed with the district at this set point but retires or resigns prior to the annual TIA distribution date they will receive their TIA compensation for that school year on their final pay check.
- If a Designated Teacher moves between campuses within De Leon ISD during the school year, the district 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.
- De Leon 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 2022-23 school year,

but the teacher moves into an Assistant Principal position in the 2022-23 school year, 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 De Leon ISD at the time of Winter Class Roster (typically in February of each year), then DISD 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. 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.

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 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 in April or May of each year after the final allotment is determined for the district by the state.