

Ganado ISD Spending Plan–Teacher Incentive Allotment

STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment will flow from the state to Texas School Districts. The statute requires that ninety percent of the funds earned through the district’s locally designated 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 Teacher Incentive Allotment funds are not considered a property right. The district should spend no more than ten 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 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. Ganado ISD will track performance of designated teachers each year and support them to ensure they continue to perform at or above their designation levels.

GANADO ISD’S PLAN FOR TIA FUNDING

During the district’s Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of Ganado ISD’s TIA spending plan. The district included the Superintendent, other district personnel, teachers, and principals in the decision-making process. In an effort to retain the district’s top talent, the stakeholders elected to provide the majority of the Teacher Incentive Allotment funds to the teacher who earned the Designation. Therefore, Ganado ISD will provide 90% of the TIA funds to the teacher who earned a TIA Designation and reserve 10% of the funds for supporting the TIA initiative at the district level. The district will provide the TIA compensation to teachers through a lump sum payment (as a separate check/EFT from the district) in June of each year that a teacher generates funding for a TIA designation.

- If a designated teacher leaves before Winter Roster Submission (generally in February of each school 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 from TIA.
- If a designated teacher completes the school year and notifies the district via letter of their intent to leave prior to April 15, they will receive the full designated allotment according to our spending plan.
- If a designated teacher completes the school year and notifies the district of their intent to leave after April 15, the district will reserve twenty percent of the teacher's designated allotment. Prior

to August 31st of the year, the twenty percent reserved from the designated teacher will be used as compensation to attract and/or retain teachers on the campus where the designation was earned.

- If a designated teacher does not complete the school year, the district will reserve fifty percent of the teacher's designated allotment. Prior to August 31st of the year, the fifty percent reserved from the designated teacher will be used as compensation to attract and/or retain teachers on the campus where the designation was earned.
- *Note: The superintendent or designee reserves the right to use discretion based on each designated teacher's individual circumstance for leaving.*

Note that Ganado ISD cannot recommend a teacher to the state for a TIA Designation if they do not remain in an eligible teacher position the year following the data capture year. 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, the state will not approve the TIA Designation and will not generate an allotment. The district will only pay out funds to designated teachers based on funds received from TIA.

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 is determined for the district by the state. 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 superintendent upon completion of National Board Certification. For new hires, this will be a question asked during the intake process. The teacher will be required to show proof of active status with the NBPTS' National Board Certification.

The district spending plan will be included in the district's TIA Field Guide. The spending plan will also be reviewed during the TIA faculty presentations where the district's overall TIA plan will be communicated to staff.

To look up the TIA allotment provided to each campus under this initiative, please visit www.TIATexas.org.

Note: If a TIA Designated teacher is not employed by Ganado ISD at the TEA winter snapshot date (typically in February of each year) then Ganado 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 work with the new Texas 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.