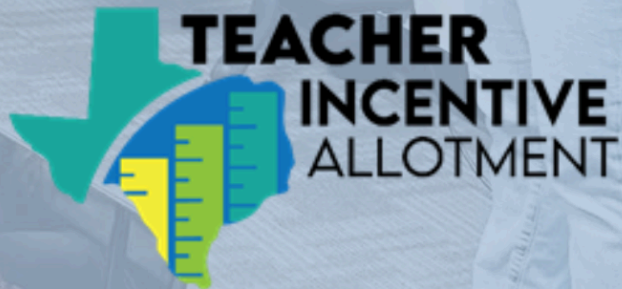




# TEACHER INCENTIVE ALLOTMENT SPENDING PLAN

**Rewarding  
Teacher  
Excellence**



## TIA Funding

The Teacher Incentive Allotment (TIA) was built into Texas state law in 2019 as part of House Bill 3 during the 86th Legislature. It is a Tier 1 allotment through the Foundation School Program (FSP), the system through which the state provides funding to districts. This system, grounded in the Texas Education Code, creates a sustainable funding source for districts implementing TIA. Unlike previous state incentive programs, there is no cap on TIA allotment funds or the number of teachers who may earn a designation.

- TAC §150.1012(g)(2) *“A school district that receives teacher incentive allotment funding must comply with the requirements of TEC, §48.112, including the requirement that at least 90% of each allotment must be used for compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.”*
- Tex. Educ. Code § 21.3521(f) *“A teacher has no vested property right in a teacher designation assigned to the teacher under this section.”*

The designations and funding are contingent upon approval through the Texas Education Agency (TEA) TIA validation and allotment process. White Settlement ISD will not be responsible for funding TIA initiatives if state funds become unavailable. White Settlement ISD will provide notice to teachers upon learning of any change or discontinuation of state funding for the Teacher Incentive Allotment program.

## State Requirements for TIA Funding

Funding for teachers designated under TIA is distributed from the state to Texas school districts. The statute requires that at least 90% of the funds earned through a district’s local designation system be spent on teacher compensation on the campus where the designated teacher worked at Class Roster Winter submission in an 087 role, meets guidelines for creditable year of service, and meets the guidelines for the WSISD TIA Local Designation System, as well as all TEA TIA guidelines. For the purposes of compensation, a teacher is defined as student-facing instructional staff. Likewise, per TEA, a district should spend no more than 10% of TIA funds to support the local designation system.

The state calculates rural and socioeconomic tier funding status annually on student enrollment. Allotment funds are based on the socioeconomic status of the campus. If a designated teacher moves campuses within the school district from one school year to another, the allotment that designated teacher generates will be recalculated based on the new campus tier funding status.

The same compensation plan will be used for designated teachers entering White Settlement ISD with a designation from another district, as well as National Board Certification Teachers (NBCTs), and distributed as described according to their campus assignment.

## Performance Components of the WSISD TIA Program

*For Designation: weighted equally at 50/50 per the below State standards minimums. Standard must be met in each component of the designation level to be considered for that designation level. They are not averaged together.*

- **Teacher Growth:** T-TESS Domain 2 & 3 average minimums (with no score below a 3 in any dimension)

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

- Acknowledged = 3.5 Recognized = 3.7, Exemplary = 3.9, Master = 4.5
- **Student Growth: STAAR and STAAR ALT 2**
  - Minimum of 5 rostered students at all 3 snapshots-Oct., Feb., & EOY STAAR/STAAR ALT2 w/assessment growth measurement
  - Acknowledged = 50%, Recognized = 55%, Exemplary = 60%, Master = 70% student growth

*To ensure data validity and system reliability, districts may establish minimum thresholds and requirements when calculating performance data and determining designation cut points.*

*WSISD conducts an annual review to evaluate how statewide recommended minimum performance standards are integrated into its designation criteria. Before finalizing cut points or performance minimums, WSISD analyzes teacher performance data in comparison to statewide trends.*

*Both TEA and WSISD retain the right to modify the recommended minimum performance thresholds and adjust performance requirements for student growth and observation data necessary to earn a TIA designation.*

*The methodology for determining TIA designations may require annual adjustments to account for data variability from the previous school year, ensuring continued validity and reliability in the local designation system.*

## Teacher Designation Award Amount Determinations

The funding available from the Teacher Incentive Allotment also varies by designation and campus. Funding amounts change each year. Funding for a Master designation ranges from \$12,000-\$36,000, Exemplary designation ranges from \$9,000- \$25,000, Recognized designation ranges from \$5,000-\$15,000, and Acknowledged designation ranges from \$3,000-\$9,000. The exact amount of funding per teacher is determined by a formula that takes into account the teacher designation level, campus socioeconomic level, and campus rural status.

Average White Settlement ISD campus allotments for school year 2024-2025 as published by TEA are: Recognized = \$4,542, Exemplary = \$9,083, and Master = \$17,139. The Acknowledged designation will be awarded for the first time in 2027. To research individual campus allotment values in White Settlement ISD, visit the [TEA interactive funding map](#).

## Frequency & Impact of Compensation

TIA compensation is conditional upon the annual allotment provided by the state and is subject to availability of state funding. Designated teachers receive TIA compensation based on their TIA designation and campus at the time of Class Winter Roster PEIMS (Public Education Information Management System) submission each February.

- White Settlement ISD TIA compensation will be paid as a lump sum annual stipend, by August 31st, **upon the designated teacher's return to work in White Settlement ISD**. One exception is for a TRS retiring designated teacher who chooses the early payoff option of June.
- TIA stipends are awarded with the intent for designated teachers to stay with the district, in the classroom. In exchange for the receipt of the TIA stipend payment at the end of August, an

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employee, in good faith, is expected to remain employed through the end of their employment contract absent extenuating circumstances approved by HR.

TIA stipends are subject to TRS, Medicare, Federal Income Tax, and Worker’s 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. TRS has limits (10% or 10,000 increase per year) on eligible salary increases in the last 3 or 5 years prior to retirement which 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.

**Distribution of Allotment: Teacher 90%**

Statute requires that at least 90% of TIA funds be distributed directly to 087 PEIMS coded teachers at the campus in which the designated teacher was employed at the time of Class Winter Roster PEIMS submission. White Settlement ISD will distribute the required 90%, minus the payroll burdens of TRS, Medicare, Federal Income Tax, and Worker’s Compensation, to TIA designated teachers in compensation per the following:

\*The Employer Payroll Burden percentage can change from year-to-year. All monetary amounts are hypothetical and do not reflect any individual’s specific pay. The components listed are consistently applied to the TIA designated teacher’s payroll.

\*\*The Employee Payroll Burden percentage varies from teacher-to-teacher based on the deductions set up by the employee.

**EXAMPLE of a TIA Allotment for a Designated Teacher**

+ \$8,986.00	Total award amount from the state
- \$898.60	Minus 10% retained by the district for TIA assessments and employer fees
<b>= \$8,087.40</b>	<b>Subtotal Amount</b>
- \$1,047.31	Minus federal and state taxes and fees = 12.95% (8.25% TRS, 1.9% TRS Non-OASDI, 0.60 Worker’s Comp, 1.45% Medicare, 0.75% TRS-Care)
<b>= \$7,040.09</b>	<b>Total gross awarded to the employee as “TIA PAY”</b>

On the pay stub, the employee will see:

<b>+ \$7,040.09</b>	<b>TIA PAY</b>
- \$580.80	TRS (8.25%)
<b>= \$6,459.29</b>	<b>Taxable Wages</b>
- \$93.65	Medicare (1.45%)
- \$41.98	TRS Insurance (0.65%)

WSISD reserves the right to modify program details and structure as needed to maximize benefits for all teachers.

- \$879.87	Federal Tax (% – amount varies based on employee’s W-4 and taxable wage amount- Example based on Single & 0)
= \$5,443.79	<b>Total after deduction of employee taxes and fees</b>

**RETAINED FUNDS** refer to the 90% of the funds that are retained and reallocated by the district when a designated teacher does not meet the requirements for receiving the allotment. These requirements are listed below by category. Retained funds will be redistributed by August 31st as compensation in the form of a retention bonus to specified eligible teachers on the campus where the designated teacher worked.

### Movement of Designated Teachers

While designations are tied to the teacher and not their employing district or campus, allotment funds are awarded to the district where the teacher was employed as of the Class Winter Roster PEIMS submission in February. For teachers who meet eligibility criteria, **the district employing the teacher at Winter Roster submission will receive funds for that school year** and must spend the allotment funds by August 31. Per TEA, districts are **not required** to forward funds if the teacher resigns, retires (outside of district guidelines), or is terminated before August 31st of the school year following allotment verification. The designated teacher will NOT receive their stipend in these situations, per WSISD guidelines.

If a designated teacher moves to a new district or campus between school years, the allotment for the next school year will be recalculated in April based on the new campus’ rural status and level of socioeconomic need.

### Internal Transfers:

*\*Designated teachers must have central office administrative approval for reassignments to other positions within the campus and district.*

If a designated teacher moves between campuses within White Settlement ISD and remains in an 087 PEIMS-coded role, White Settlement ISD may provide TIA compensation to the designated teacher based on the campus where the designated teacher was assigned during Winter Roster PEIMS submission (February).

Designated teachers who move to a PEIMS Role ID other than 087 (such as Instructional Coach, Assistant Principal, Librarian, Diagnostician, Counselor, etc.) will maintain their designation. **However, they will not generate annual allotment funding if they are not in a 087 PEIMS role and therefore, will not earn TIA compensation.** Teachers who move to a non-teaching position prior to formally earning a designation relinquish eligibility due to no longer being in an 087 role.

### Retirement:

Designated teachers who complete the school year and retire will receive the payout once the completed retirement documentation has been received from TRS. This payout would be no earlier than June.

Designated teachers who break their contract and retire before the end of the school year (but after Winter Roster) will not receive their allotment payout. Their share of the allotment will be equally

disseminated in August to the qualifying designated teachers in the same content area and grade level that remain at the campus of the resigning/retiring teacher. In the event there is not a designated teacher in the content area and grade level on the campus where the departing designated teacher worked, the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for the disbursement of the retained funds if there is not another designated teacher on campus. Teachers that were in the eligible teacher category to earn TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

### **Resignation:**

Designated teachers who break their contract before the end of the school year (but after Winter Roster) or resign with a documented *last day of work* prior to August 25th will not receive their allotment payout. Their share of the allotment will be equally disseminated in August to the qualifying designated teachers in the same content area and grade level that remain at the campus of the resigning teacher. In the event there is not a designated teacher in the content area and grade level on the campus where the departing designated teacher worked, the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for disbursement of the retained funds if there is not another designated teacher on campus. Teachers that were in the eligible teacher category to earn TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

### **Termination:**

Designated teachers who are terminated before the end of the school year (but after Winter Roster) will not receive their allotment payout. Their share of the allotment will be equally disseminated in August to the qualifying designated teachers in the same content area and grade level that remain at the campus of the terminated teacher. In the event there is not a designated teacher in the content area and grade level on the campus where the departing designated teacher worked, the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for disbursement of the retained funds if there is not another designated teacher on campus. Teachers that were in the eligible teacher category to earn TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

### **Designated Teacher Not Meeting Performance Standards After Initial Designation:**

In order for a teacher to continue to receive their full allotment payout for designation over the five-year period, they are required to maintain certain educator minimum performance and student growth levels. Locally-designated teachers, new hires with an active TIA designation, and National Board Certified Teachers (NBCTs) must maintain local minimum performance requirements to remain eligible to receive their annual TIA award from White Settlement ISD. Data will be reviewed by the district each year as long as the teacher's designation remains active. This includes teachers in the district no longer at a TIA-eligible campus and/or no longer in a TIA-eligible teaching assignment.

- 087 Teacher, verified by TEA through Class Winter Roster PEIMS submission.
- Teacher Growth: T-TESS EOY Summative Average for Domains II and III

- Minimum 3.375 average for T-TESS Domains 2 & 3 reported on the EOY Summative. No score below Proficient in the eight dimensions will be allowed.
- Student Growth: 50% on STAAR Transition Table or STAAR ALT 2 Progress Measure, if applicable.
  - If a designated teacher is not in an LDS-eligible TIA grade level or content area, the decision will be based upon 087 position and T-TESS EOY Summative Average.

TTESS waivers will not be available during designation period. This includes the data capture year through the active designation time period.

If minimum standards are not maintained during the five years of the designation period, the district reserves the right to retain the payout.

The retained allotment funds will be equally disseminated in August to the qualifying designated teachers in the same content area and grade level that remain at the campus of the resigning, terminated, non-allowed transferring teacher, or teacher not meeting minimum performance standards. In the event there is not a designated teacher in the content area and grade level on the campus where the teacher with retained funds works(ed), the district will distribute the funds evenly to the other designated teacher/s on the campus. The district may consider additional district criteria for disbursement of the retained funds if there is not another designated teacher on campus. Teachers that were in the eligible teacher category to earn TIA designation, but did not earn it, will not be included in this group. Designated teachers with retained awards are not eligible to receive retained awards from other designated teachers.

Any TIA compensation retained will be redistributed as a retention bonus to instructional-facing staff that meet White Settlement ISD's above specified requirements at the campus where the teacher was recorded for Winter Roster PEIMS submission.

### **Distribution of Allotment: District 10%**

The district may use up to 10% of TIA allotment funds to support initiatives that strengthen the local designation system, including professional development for T-TESS calibration, training for teachers in TIA-eligible categories, partial funding of the TIA Lead position, assessment tools to measure and track student growth, and platforms for managing T-TESS evaluations and data analysis.

### **Board Support**

The White Settlement ISD Board of Trustees has acknowledged its support of the District taking the actions necessary to participate in the Teacher Incentive Allotment Program. The Board of Trustees approves the expenditure of TIA funds as part of the annual budgeting process. The District may also propose a budget amendment to the Board of Trustees throughout the year as it relates to the district's TIA Spending Plan.

### **Additional TIA Information**

<https://tiatexas.org/>