

Distribution of Teacher Incentive Allotment (TIA) funds will comply with state law and Texas Education Agency **guidance (TEC Section 48.114 (i)(1)(A): A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received will be used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.** Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds on teacher compensation on the campuses where the designated teachers work. The remaining 10% will be used for teacher's benefits, training and support of the system, teacher professional development, and ongoing development of TIA resources.

~~Groesbeck ISD does not participate in the TIA program, but if~~ If Groesbeck ISD employs a teacher who is a designated teacher under the Teacher Incentive Allotment (TIA), he or she will receive funds from Groesbeck ISD that are designated for the participating TIA teacher. The funds will be given to that teacher annually and distributed in June, provided all information is received per TEA's published timelines.

TIA compensation amounts received will include typical reductions from the allotment received to cover the cost of TRS, on-behalf payments, Medicare, Workers' Compensation, and any other pertinent deductions. TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

If a TIA designated teacher retires from GISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.

If a TIA designated teacher leaves GISD for reasons other than retirement after the Class Roster Winter Submission, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

If a teacher eligible for a distribution from the shared TIA compensation pool retires from GISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.

If a teacher eligible for a distribution from the shared TIA compensation pool leaves GISD for reasons other than retirement after the Class Roster Winter Submission, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.