

Brownwood ISD

Teacher Incentive Allotment Spending Plan

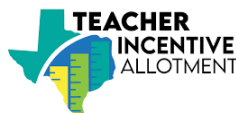
State Requirements for TIA Funding

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. 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.

TIA Spending Plan for BISD

The District Teacher Incentive Allotment stakeholder committee of teachers, parents, and district administration provided feedback throughout the TIA planning process. In an effort to retain teachers, BISD will provide 90% of the TIA funds to the teacher who earned a TIA Designation. The remaining 10% of the funds will support the TIA program at the district level. The district will deduct the applicable Social Security, TRS contribution, and other benefit costs.



For the first year of designation, the district will provide the TIA compensation to teachers through a lump sum payment (as a separate check/EFT from the district) on or before August 25th. In the second year of TIA spending, the allotment per teacher will be paid in 2 stipends in the Spring, (one in February after Winter Roster Verification, and one in May.)

If a Designated Teacher leaves the district before Winter Roster Verification (generally in February of each school year), then the Designated Teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state.

- If a Designated Teacher moves campuses within Brownwood ISD during the school year, then Brownwood ISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Snapshot (generally in February).
- If a Designated Teacher moves to the district before Winter Roster Verification, then the Designated Teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification.

The spending plan will be the same for newly hired Designated teachers. There will not be any adjustment to the distribution of funds for Designated Teachers who leave the district after Winter Roster submission. If the teacher leaves the district before 8/25, the district will provide the payout to the teacher on their last paycheck. If the teacher retires after Winter Roster submission, then the TIA funds would be provided to the Designated teacher before their last date of service. If the Designated Teacher retires before Winter Roster submission, then no TIA funds will be provided to the teacher.

Note that Brownwood 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 2023-24 school year, the state will not approve the TIA Designation. The district has a board-approved compensation plan that provides approval for the TIA payments. The school board will approve the expenditure of TIA funds as part of the annual budgeting process. The TIA compensation will be TRS eligible for Designated Teachers only, 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 HR Director upon completion of National Board Certification. For new hires, this will be a question asked during the onboarding process. The teacher will be required to show proof of active status with the NBPTS' National Board Certification.

