

BISHOP CISD'S SPENDING PLAN—TEACHER INCENTIVE ALLOTMENT 2021-22 SCHOOL YEAR

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 90 percent of the funds earned through the district's locally designed 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 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 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. Bishop CISD will track performance of designated teachers each year and support them to ensure they continue to perform at or above their designation levels.

BISHOP CISD'S PLAN FOR TIA FUNDING

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of Bishop CISD'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. Of the 90% campus required funds, Bishop CISD will provide 80% of the TIA funds to the teacher who earned a TIA Designation and 10% to certified support staff on the campus. The additional 10% of the funds will be used to support 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) on June 15 (if the 15th falls over a weekend, then the district will provide the payout on the Friday before the 15th) of each year that a teacher is eligible for funding.

- If a Designated Teacher leaves the district prior to Winter Roster Verification, 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 Bishop CISD during the school year, then Bishop CISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Snapshot.
- If a Designated Teacher moves to the district prior to 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 be an adjustment to the distribution of funds for Designated Teachers who leave the district after Winter Roster submission. If a teacher remains in the district past the winter class roster snapshot but does not fulfill their contractual obligation (187 days), the teacher will receive 50% of the earned allotment. The remaining 50% will be evenly distributed among professional teachers on that campus who have met the designation criteria.

Note that Bishop CISD 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 2021-22 school year, but the teacher moves into an Assistant Principal position in the 2022-23 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 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 plan will be reviewed by TRS for possible eligibility.

The district will request that teachers currently employed with the district notify the Human Resources Office 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's spending plan is included in the district's TIA website. The spending plan is also reviewed during the TIA faculty presentations where the district's overall TIA plan is 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 Bishop CISD at the TEA winter snapshot date (typically in February of each year), then Bishop CISD 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 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.