

TEACHER INCENTIVE ALLOTMENT SPENDING PLAN FOR SFDRICISD

The Teacher Incentive Allotment (TIA) provides funding to pay highly effective teachers to positively impact student performance. This program was established by the 86th Texas Legislature and the San Felipe Del Rio Consolidated Independent School District will pursue this opportunity in creating a local optional teacher designation system to recruit, reward, and retain highly effective teachers, with emphasis on high needs schools.

Distribution of Allotment Funds

Allotment going to designated teachers	90%
Allotment going to other teachers on the campus	0%
Allotment going to the district (Max 10%)	10%

Distribution and Spending Plan for Allotment Funds

The district engaged teachers, principals and other stakeholders to determine the amount and timing of the allotment funds. The presentations included the background of TIA, spending timeline for Cohort E, TIA calculation sample, funding requirements and spending requirements with detailed options about the timing, amount and mode of spending. Stakeholders were provided with the opportunity to provide feedback and responses to a short survey.

SFDRICISD will pay 90% of the TIA funds generated by the designated teacher to the designated teacher. SFDRICISD will keep 10% to cover the employer's payroll costs, staff developments and administrative cost associated with the TIA. The TIA funds will be paid as supplemental compensation aside from the teacher salary schedule. The TIA pay will be disbursed in May after TEA's notification of the allotment funds in April. In the best interest of the designated teacher, the TIA earnings will be considered Teacher Retirement System (TRS) creditable compensation; however, designated teachers planning for retirement in the near future should contact TRS for guidance.

A teacher must maintain the following eligibility to generate an allotment each year: active standard or lifetime teacher certification, active designation, coded as an 087 in class roster-winter collection, and serve or will serve a creditable year of service which means at least being an 087 for full-time for a semester. The TIA allotment is generated using teacher information included in the Winter Class Roster submission due in February. The district will provide designated teachers with one-time payouts in May after verification of final designations and final allotment amounts in April. In the event that a designated teacher resigns or retires after the February submission and before the school year, the district will redistribute the allotment generated by the designated teacher to teachers (087) on the campus where the designated teacher was in February. Designated teachers who move to another school district prior to the Winter Class Roster submission will be paid by their new district. The movement of designated teachers within the school district after Winter Class Roster will receive 90% of the final allotment amount in the April report. Designated teachers who were included in the Winter Class Roster, but plan to leave or retire at the end of the school, will receive 90% of the allotment in May.

Approval of Spending Plan

In accordance with the timetable for Cohort E, the District will recognize TIA funding in Fiscal Year Ending 2023-2024. The allotment will be included in the 2023-2024 budget. The 2023-2024 budget will be amended upon notification of the total allotment amount in April 2024. If at any time during the 2022-2023 fiscal year the district hires a designated teacher from another school district before the Winter Class Roster, the budget will be amended to make the payouts in May. In addition, the district's compensation plan will be revised to reflect the TIA program which will be presented to the Board of Trustees for approval during the adoption of the 2022-2023 budget.

National Board Certified Teachers

Compensation for Recognized National Board Certified Teachers (NBCTs) will follow the same spending plan as Recognized teachers who earn a designation through the district's local designation system. The district intends to sponsor National Board Certified Teacher candidate cohorts.