

YANTIS ISD SPENDING PLAN FOR TEACHER INCENTIVE ALLOTMENT

Funding for teachers who are designated as Recognized, Exemplary and Master under the Teacher Incentive Allotment will flow from the state of Texas. The statute requires that 90% of the funds earned through the district's locally designated system be spent on teacher compensation on the campus where the designated teacher works. TEC Section 48.114(i)(1)(A) state 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 shall spend no more than 10% 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 student generates will be recalculated based on the new campus rural and socio-economic tier funding status. Yantis ISD will track performance of the designated teacher each year and support them to ensure they continue to perform at or above their designation levels.

Yantis ISD Plan for TIA Funding

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of Yantis ISD's TIA spending plan. The district included the Superintendent, Business Manager, Principals, Curriculum Director in the decision making process. In an effort to retain the district's top teachers, the stakeholders elected to provide the majority of the Teacher Incentive Allotment funds to the teacher who earned the Designation. Under the local optional teacher designation system, Yantis ISD will distribute 90% of the TIA funds to the designated teacher while 10% of the funds are reserved for supporting TIA initiatives at the district level. If a teacher is Designated through National Board Certification, the district will provide 90% of the funds to the Designated teacher and reserve 10% of the funds for supporting 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 August 20 of each year that a teacher generates funding for a TIA designation. If a teacher leaves the district prior to Winter Roster Verification (February) then the Designated teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state. If the designated teacher moves to a different campus within Yantis ISD during the school year, the Yantis ISD will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Snapshot. If the 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 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 prior to 8/15, then the district will provide the payout to the teacher with their last paycheck. If the teacher retires after Winter Roster submission, then the TIA funds would be provided to the Designated Teacher prior to his/her last date of service. If the Designated Teacher retires before Winter Roster submission, then no TIA funds will be provided to the teacher.

Yantis 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 2021-2022 school year, but the teacher moves into an Assistant Principal position in 2022-2023 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.