

BRAZOSPORT ISD'S SPENDING PLAN FOR TEACHER INCENTIVE ALLOTMENT FUNDING 2022-2023 SCHOOL YEAR



STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as *Recognized*, *Exemplary*, and *Master* under 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 campuses 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 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 teacher generates will be recalculated based on the new campus rural and socio-economic tier funding status.

DISTRIBUTION OF COMPENSATION

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of Brazosport ISD's TIA Spending Plan. The district included the Superintendent, Business Manager, other district personnel, teachers, and principals in the decision-making process.

Under the local optional teacher designation system, Brazosport ISD will provide 90% of the TIA funds to the teacher who earned a TIA Designation and reserve 10% of the funds for supporting the TIA initiative at the district level.

FREQUENCY OF COMPENSATION

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations.

- The district will provide the TIA compensation to designated teachers as a one-time added stipend added to the designated teachers' paychecks in August of each year that a teacher generates funding for a TIA designation. Funding for their designation will be determined based on their campus of assignment at the time of Class Winter Roster Verification.

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MOVEMENT OF DESIGNATED TEACHERS

- If a Designated Teacher leaves the district prior to Class 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 Brazosport ISD during the school year, then Brazosport ISD will provide the funding to the Designated Teacher based on the campus where the Designated Teacher worked during Class Winter Roster Verification (generally in February).
- If a Designated Teacher moves to the district prior to Class Winter Roster Verification then the Designated Teacher will receive the allotment of funds generated by the state at the campus where the Designated Teacher was working during Class Winter Roster Verification. The spending plan will be the same for newly hired Designated Teachers.
- TIA allotment funding is calculated annually for designated teachers based on a set point in the spring of each year known as Class Winter Roster Verification. If a Designated Teacher is still employed with the district at this set point but retires or resigns prior to the annual TIA distribution date they will not receive their TIA compensation for that school year. Brazosport ISD will not forward the funds but will evenly distribute the allotment funds for that teacher to all student-facing instructional staff at the campus where the designated teacher was during Class Winter Roster Verification.

Brazosport 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.*

NATIONAL BOARD CERTIFIED TEACHERS

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 intake process. The teacher will be required to show proof of active status with the NBPTS' National Board Certification. National Board Certified Teachers will maintain the Designation of Recognized as long as they keep their National Board Certification active.

BOARD SUPPORT

Brazosport ISD has the support of its Board of Trustees; it has acknowledged its support of the District taking the actions necessary to participate in the Teacher Incentive Allotment Program,

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including submitting an application, submitting a plan, and engaging in the plan development process with the State of Texas.

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's spending plan is included in the district's TIA Handbook. 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 Brazosport ISD at the TEA Winter Roster Verification date (typically in February of each year), then Brazosport ISD 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.