



Canutillo ISD Teacher Incentive Allotment Spending Plan

TIA Funding Requirements

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.”*

90/10 Rule

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. Canutillo ISD believes and supports this requirement and will ensure that when teachers earn a designation of recognized, exemplary, or masters, they will be compensated with a stipend funded by the state.

The statute also states no more than 10% of the Teacher Incentive Allotment funds should be used at the district level to support rollout and implementation of TIA. Canutillo ISD also believes and supports this requirement. The District shall retain 10% of the TIA dollars to use as follows:

- funding for student growth measure assessments and/or analysis,
- costs associated with district created pre-test/post-tests,
- stipends for National Board Certification mentors or other mentors, and funding for non-teacher compensation

Amount of Compensation

The state will calculate rural and socio-economic tier funding status annually based on student enrollment. Allotment funds will be based on the school the designated teacher was assigned and worked.

Canutillo ISD Funding Requirements

The development of Canutillo ISD’s TIA spending plan included input from the Associate Superintendent, Chief of Human Resources, Director of Finance, Compliance Director, district accountant, principals and teachers. In an effort to retain the district’s top talent, the stakeholders elected 90% of the TIA funds to go to the teacher who earned a TIA Designation. As required by statute, 10% of the funds would go to 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.

- TIA-designated teachers will receive TIA compensation **annually** based on their TIA designation and TIA state funding for their campus of assignment at the time TIA funds are disbursed.

- TIA-designated teachers will receive their TIA stipend in the spring either **April or May**.

Impact of Compensation and Movement of Teachers

TIA compensation stipends **will** be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits **upon approval of the TIA application**.

- If a Designated Teacher leaves the district **PRIOR** to 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 leaves the district **AFTER** the winter submission to another district, the compensation will be sent to the teacher.
- If the Designated Teacher retires **PRIOR** to Winter Roster submission, then no TIA funds will be provided to the teacher.
- 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 a Designated Teacher moves campuses within Canutillo ISD **DURING** the school year, then Canutillo 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 **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.
- If a teacher earns a designation from **ANOTHER** school district in Texas, upon hiring they will follow the Canutillo compensation plan. Since designations follow the teacher, they would be funded with the amount provided by the state.

TRS Eligibility

The school board will approve the expenditure of TIA funds as part of the annual compensation package. Upon approval of the TIA application by TEA, 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.

National Board-Certified Teachers

Teachers who have completed National Board Certification must notify and be verified through HR. The teacher will be required to show proof of active status with the NBPTS National Board Certification to be designated a recognized teacher in TIA.