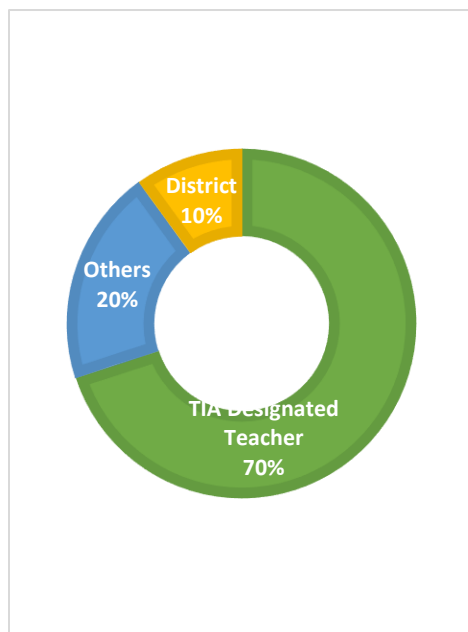


Teacher Incentive Allotment – Spending Plan

The Teacher Incentive Allotment includes spending requirements outlined in TEC 48.112, including spending at least 90% of the TIA funds on teacher compensation on the campus where the designated teacher works and a maximum of 10% of the TIA funds to be used at a district level for costs associated with implementing TIA and/or for supporting teachers in earning designations.



TIA-designated teachers in San Elizario receive 70% of TIA funds

20% of TIA funds are distributed to other student-facing employees at the TIA-designated teacher's campus. The shared pool is equally distributed to employees on the campus of the TIA Designated teacher who meet the following criteria:

- * Employed at the campus as a 087 or instructional paraprofessional at the Winter Class Roster*
- * Employed with SEISD at the time of TIA distribution, or retired*
- * Not serving in a TIA eligible position*

Payout amounts to non-TIA-designated employees will not exceed the payout level of Recognized. If there is an excess of funds in a campus pool, it will be re-allocated to the TIA -

designated teacher(s) on the campus.

The District shall retain 10% of the TIA dollars to use as follows:

To support district oversight of the implementation of TIA and ongoing development of resources for TIA.

To provide professional development to support teachers in obtaining TIA Designations.

This same compensation plan will be used for designated teachers entering San Elizario ISD with a designation and distributed as described according to their campus assignment.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to the 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 Class Roster Winter Submission.

- Compensation will be distributed prior to **August 31st**

TRS Retirement Impact of Compensation

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

Deduction Information

TIA compensation stipends are eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible to pay both the employee and employer benefit and tax costs. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

Teachers Leaving San Elizario ISD

If a TIA designated teacher retires from San Elizario ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.

If a TIA designated teacher leaves San Elizario for reasons other than retirement after the Class Roster Winter Submission, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.

If an employee eligible to receive TIA funds from the shared compensation pool retires from San Elizario ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.

If an employee eligible to receive TIA funds from the shared compensation pool leaves San Elizario ISD for reasons other than retirement after the Class Roster Winter Submission, the employee will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus where the TIA designated teacher was employed at Class Roster Winter Submission.