

Haskell TIA Spending Plan Teacher Incentive Allotment

Distribution of Allotment Funds

- Allotment going to designated teachers who are coded 087 in Winter Class Roster: 85%
- Allotment going to other teachers/instructional personnel on the campus: 5%
- Allotment going to Local Education Agency (LEA): 10%
- Allotment of funds is based on current year's Winter Class Roster snapshot data; therefore, the amounts posted on TEA's website for designated teachers may change annually. New amounts will be public each April.

Distribution Plan for Allotment Funds

- Rationale for Distribution of Allotment Funds:
The district's goal is to recruit and retain highly effective teachers. The district will allocate 85% of the TIA generated funds to the teacher who has earned the designation to encourage designated teachers to join the teaching staff and 5% to the campus para-professionals. The remaining 10% will be retained at the district level to ensure implementation and continual improvement of the local TIA plan.
- Teachers will receive information during the hiring process that details the district's TIA spending plan. Information on the teacher application will allow for self-disclosure of designated status.

General Spending Plan

- TIA funds will be supplemental to the current district salary schedule.
- Only staff members coded 087 who teach students at least 50% of the school day are eligible to receive TIA funds.
- The designated teacher will receive 85% of allotted TIA funds in the form of salary **and** benefits; therefore, the net amount will reflect the gross less all taxes and all TRS contributions.
The district will deduct **both** the teacher and district Medicare taxes and TRS contributions from the teacher's 85%.
- After the April notification of the TIA teacher allotment amounts, the district will include all teacher allotment funds in the teacher's August check.

Movement of Designated Teachers

- If a designated teacher moves to another local campus, the dollar amount received by the teacher will reflect the amount on the April TIA Report received during the TIA distribution year. This report should reflect where the designated teacher was assigned during Class Roster Winter Submission.
- Designated TIA teachers who leave the district prior to Class Roster Winter Submission will receive no TIA compensation.
- Designated TIA teachers who move to the district prior to the Class Roster Winter Submission will receive 85% of his/her TIA amount reflected on the April TIA Report received during the TIA distribution year as per the district's spending plan.
- If a designated TIA teacher leaves the district after Class Roster Winter Submission but completes the school year, the teacher will receive 40% of allotted TIA funds in August. Designated TIA teachers who complete the school year and then retire after Class Roster Winter Submission will receive the 85% allotment in August, as per the District's TIA spending plan.

National Board Certified Teachers

- National Board Certified Teachers (NBCTs) follow the same spending plan as a Recognized teacher who earned a designation through the district's local designation system.

School Board Approval

- The Haskell CISD TIA spending plan was approved by the local school board on 11/17/2022.

Link to District Spending Plan <https://www.haskell.esc.net>

- Additional information regarding Teacher Incentive Allotment (TIA) can be found at <https://tiatexas.org>

While designations are tied to the teacher and not their employing district or campus, allotment funds are awarded to the district where the teacher was employed in late February. The district employing the teacher in February will receive funds for that school year and must spend the allotment funds by August 31. The percentage of allotment awarded to the designated teacher varies by campus. Districts are not required to forward funds if the teacher resigns or retires before August 31. If a designated teacher moves to a new district or campus between school years, the allotment for the next school year will be recalculated in April based on the new campus's rural status and level of socioeconomic need.

I certify that I have read Haskell CISD Teacher Incentive Allotment (TIA) Spending Plan and understand the contents of this plan.

Applicant Signature

Date

School Employee Signature

Date

Approved by Board of Trustees 11/17/2022