



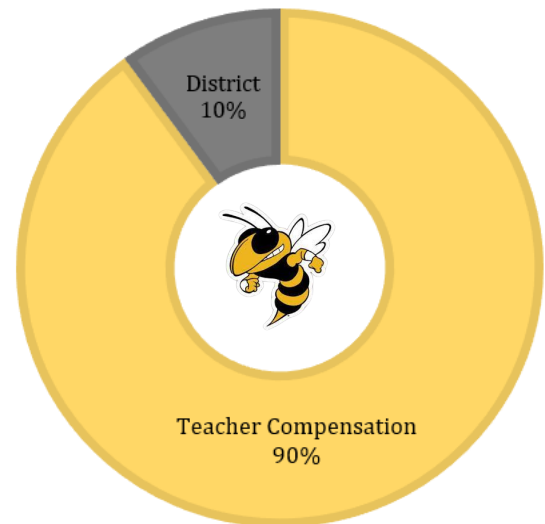
Teacher Incentive Allotment (TIA)

Edcouch-Elsa ISD 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.

90% of funds: In Edcouch-Elsa ISD, 90% of TIA funds will go directly to teachers who earn a designation under the TIA plan.

10% of funds: The District shall retain 10% of the TIA funds received to cover the cost of any teacher seeking National Board Certification and the cost of NWEA MAP which is used in determining TIA eligibility.



This same compensation plan will be used for designated teachers joining Edcouch-Elsa ISD with a designation.

Frequency of Compensation

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

- Teachers earning a designation will receive the stipend in addition to their regular paycheck.
- **Year 1:** The district will issue a single lump sum payment in the summer (by August 31).
- **Subsequent years:** The district will offer four stipends annually to designated teachers in September, December, March, and June.

- September and December will be approximately 20% of the allotment
- March and June will be approximately 25% of the allotment and will allow the district to settle based on actual allotment amount

Distribution of 90% of funds: Teacher Compensation	20% of funds: SEPTEMBER	20% of funds: DECEMBER	25% of funds: MARCH	25% of funds: JUNE
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- The final stipend will be reserved for teachers who return or notify the district of their intent to depart by May 1.
- Any funds generated from teachers who depart, and do not provide notice by May 1, will be equally distributed between the remaining designated teachers.

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 benefits 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 Edcouch-Elsa ISD

If a TIA designated teacher retires from Edcouch-Elsa ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. Notification of retirement must be received by May 1 in order to receive allocation. These funds will be paid prior to August 31st.

If a TIA designated teacher leaves Edcouch-Elsa ISD 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.