Teacher Incentive Allotment
Spending Plan

State Requirements for TIA Funding

HB 3 created the Teacher Incentive Allotment (TIA) to provide extra funds for highly effective public school teachers in the state of Texas. Eligible teachers can be designated as Recognized, Exemplary, or Master, and funds are generated based on the specific campus where the designated teacher was employed at the time of the Winter Class Roster Submission (generally the end of February). 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."*

Teacher Designation Award Amount Determinations

The funding available from the Teacher Incentive Allotment varies by designation and is determined by a formula that takes into account the designation earned, the level of socio-economic need at the teacher's assigned campus and whether the campus is rural. The allotment may change annually based on changes in these factors.

Trivium Academy's current calculations are:

Campus name	District name	Region	Rural flag	Recognized	Exemplary	Master
TRIVIUM ACADEMY	TRIVIUM ACADEMY	11	Non-rural	$3,028	$6,055	$12,092

Distribution of Compensation

Statute requires that 90% of TIA funds be distributed directly to teachers at the campus in which the designated teacher is employed at the time the TIA funds are allotted.

- Trivium Academy will distribute 76% to TIA designated teachers.
- Other eligible teachers will receive 16% of the funds.
- The remaining 8% will be used to cover employer paid TRS costs related to the TIA compensation.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations. TIA designated teachers and other eligible teachers will receive a stipend annually by August 31.

Teacher Retirement System (TRS)

TIA compensation stipends will be included in the annual wages reported to TRS and will be used when calculating retirement benefits. TRS benefits are subject to TRS rules and regulations.

Movement of Designated and Other Eligible Teachers

- If a Designated Teacher leaves the district prior to Winter Class Roster Submission, Trivium Academy will not be responsible for paying the stipend to that teacher as Trivium Academy will not receive allotment funding for the designated teacher.
- If a Designated Teacher leaves the district after the Winter Class Roster Submission but before the end of the school year, the Designated Teacher will not receive the stipend as successful completion of the school year is required.
- If a Designated Teacher leaves the district before the start of the following school year, the Designated Teacher will receive the stipend if notice of resignation was tendered by April 15 of the previous school year or if the teacher provides proof of retirement through TRS.
- If a Designated Teacher moves into the district prior to Winter Class Roster Submission, the Designated Teacher will receive TIA compensation based on the assignment at Trivium Academy.
- If a Designated Teacher moves into the district after the Winter Class Roster Submission, Trivium Academy will not be responsible for paying the stipend to that teacher as Trivium Academy will not receive allotment funding for the designated teacher.
- Teachers must remain in an eligible teaching position for the school year following the data collection year in order to be recommended for a designation by Trivium Academy.
- These same requirements exist for Other Eligible Teachers.

Board Support

The Board of Directors has acknowledged its support of Trivium Academy taking the actions necessary to participate in the Teacher Incentive Allotment Program and will continue to annually approve a compensation plan including the payment of stipends funded through TIA.