

El Paso Leadership Academy
Teacher Incentive Allotment Spending Plan
(Beginning 2022-2023 School Year)

State Requirements for TIA Funding

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment (TIA) will flow from the state to Texas school districts. The statute requires that 90 percent of the funds earned through the district's local designation system be spent on teacher compensation on the campus where the designated teacher works. 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."*

The statute states that TIA funds are not considered a property right. The district should spend no more than 10 percent of TIA funds at the district level to support rollout and implementation of TIA. The state will calculate rural and socio economic tier funding status annually based on student enrollment. Allotment funds will be based on the socio economic status of the campus and not the individual students assigned to the designated teacher. If a designated teacher moves campuses from one school year to another, the allotment that designated teacher generates will be recalculated based on the new campus rural and socio economic tier funding status.

Teacher Designation Award Amount Determinations

The funding available from the Teacher Incentive Allotment varies by designation. The exact amount of funding per teacher 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. Funding for a Recognized designation ranges from \$3-9K, Exemplary designation ranges from \$6-18K, and Master designations range from \$12-32K.

Distribution of Compensation

Statute requires that 90% of TIA funds be distributed directly to student-facing instructional staff on the campus in which the designated teacher is employed at the time the TIA funds are allotted. The remaining 10% will be used at the district level to support the TIA system and to support teachers in getting designated by providing teacher professional development.

Of the 90% required to be spent on student-facing instructional staff compensation, TIA designated teachers will receive a direct payment equal to 45% of the 90%. The remaining 45% will be put in a group pool and allocated to all full-time teachers (role 087) on the campus equally, including the designated teacher. Other teachers must be employed in a teaching role for at least 90 days and complete the school year to qualify. The Charter will reduce the gross payment by 7% to assist with employer TRS contributions and payroll taxes.

TIA funds, directly earned by the Designated Teacher, will be reported as TRS eligible wages. TIA funds will not be reported as TRS eligible wages for the Other Teacher pool, including funds for the Designated Teacher.

- **45% TIA lump sum payment- Designated Teacher (TRS eligible wages)**
- **45% TIA lump sum payment -Other full time Teachers, includes designated and not designated**
- **10% Administrative costs to support the designation system and to support teachers in their efforts to become designated teachers.**

Impact of Compensation

TIA compensation for designated teachers will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits. TRS benefits are subject to TRS rules and regulations.

TIA compensation allocated and paid from the Other Teacher Pool will not be included in the annual wages reported to the Teacher Retirement System (TRS) and will not be used when calculating retirement benefits.

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. Funding for their designation will be determined based on their campus of assignment at the time of Winter Class Roster. Compensation will be in the form of a one time lump sum payment paid in late spring/early summer of the designation year. All allotment funds will be paid out by August 31st of each year.

Fund distribution methods will be communicated to staff during SOAR.



Movement of Designated Teachers

If a Designated Teacher **leaves the charter prior** to Winter Class Roster Verification (generally in February of each school year), EPLA will not receive allotment funding for the designated teacher and therefore no TIA compensation will be given to that teacher.

If a Designated Teacher **leaves the charter after** Winter Class Roster Verification (generally in February of each school year) due to retirement or resignation, EPLA will provide TIA compensation at the time of payoff in one lump sum payment. If the Designated Teacher retires or does not return to a Texas classroom, no further TIA compensation will be received after the payoff. In order for a Designated Teacher that has moved to another classroom in a new Texas school district to receive TIA compensation for the remaining years, the Designated Teacher will need to work with their new Texas school district or charter school to be compensated under TIA. In this case, the amount of funds earned under TIA would follow the new district's TIA spending plan and allotments provided by the state for the particular campus based on "rural/non-rural" and "economically disadvantaged" Tier status. The Designated Teacher would not be eligible for pooled funds from other Designated Teachers.

If a Designated Teacher **moves between campuses** within EPLA during the school year, EPLA will provide TIA compensation to the designated teacher based on the campus where the Designated Teacher was assigned during Winter Class Roster (generally in February of each school year).

If a Designated Teacher **moves into the charter prior** to Winter Class Roster Verification (generally in February of each school year), the Designated Teacher will receive TIA compensation based on the campus where the Designated Teacher was assigned during Winter Class Roster.

If a Designated Teacher **moves into the charter after** Winter Class Roster Verification (generally in February of each school year), EPLA will not be responsible for paying TIA compensation to the Designated Teacher. In order for a Designated Teacher to receive TIA compensation the Designated Teacher will need to work with their former Texas school district or charter school to be compensated under TIA. EPLA will provide the Designated Teacher's compensation for the remaining years of the teacher's designation. The amount of funds earned



under TIA would follow the EPLA TIA spending plan and allotments provided by the state for the particular campus based on “rural/non-rural” and “economically disadvantaged” Tier status.

If a Designated Teacher is **no longer serving in an eligible teaching position** the year following the data capture year, EPLA cannot recommend a teacher to the state for a TIA Designation. For example, if a teacher is Designated as a result of data collected in the 2021-22 school year, but the teacher moves into an Assistant Principal position in the 2022-23 school year, that teacher cannot be put forth for a designation because they are no longer serving in an eligible teaching position.

Movement of Other Teachers and calculation of Pooled Funds

Other teachers, including designated teachers, will qualify for pooled TIA funds if employed with the Charter for a minimum of 90 days of the school year AND if completed school year with the Charter.

The pool of funds will be calculated based on where the designated teacher was during Winter Class Roster Verification.

Board Support

The Board of Directors has acknowledged its support of the Charter taking the actions necessary to participate in the Teacher Incentive Allotment Program, including submitting an application, submitting a plan, and engaging in the plan development process with the State of Texas. The charter’s compensation plan is approved annually by the Board of Directors. TIA compensation is included in the charter compensation plan. The Board of Directors will approve the expenditure of TIA funds as part of the annual budgeting process in August of each year. The charter may propose a budget amendment to the Board of Directors in April or May of each year after the final allotment is determined for the charter by the state.



The mission of the El Paso Leadership Academy is to prepare students to obtain a four-year college degree and become engaged leaders in their community.