



# COMANCHE ISD

## 2023-2024 Teacher Incentive Allotment

### How and When Will CISD Compensate?

#### Distribution of Allotment Funds

Funding for teachers designated as Recognized, Exemplary, or Master under the TIA will flow from the state to Texas school districts. The statute requires that 90% of the funds earned through the district's locally designated system be spent on teacher compensation on the campus where the designated teacher works. TEC Section 48.114 (i)(1)(A) states: "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 whom the district received the allotment is employed."

The statute states that TIA funds are not considered property rights. The district should spend no more than 10% 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 campus and not the individual students assigned to the designated teacher. If a teacher moves campuses from one school year to another, the allotment that Designated teacher generates will be recalculated based on the new campus's rural and social-economic tier funding status. Comanche ISD will track performance of designated teachers each year and support them to ensure they continue to perform at or above the designation levels.

#### How Comanche ISD will Compensate in Phase 1

Comanche ISD, guided by the TIA Strategic Planning Committee, has developed the following spending plan for Phase 1:

- 10% to district to maintain program as mandated by TEA
- 10% of the Recognized designation amount on each campus to a fund to be divided equally between the teacher who earned the designation and (a) any teachers who are "proficient" in all domains 2 & 3 of T-TESS, not to exceed \$2000, and (b) are not eligible to earn a designation in phase 1 on that campus, not to exceed \$2000.
- Remaining portion of the allotment to go to the teacher who earns the designation

In this example, a teacher Daisy May works at Comanche High School. The following allotments apply to each designation at Comanche High School.

Recognized- \$6,000    Exemplary-\$12,000    Master- \$23,000

After collecting her student growth data and T-TESS Domains 2 & 3 data, Daisy earns the Exemplary designation, and Comanche ISD receives a \$12,000 allotment for Daisy's performance.



# COMANCHE ISD

## 2023-2024 Teacher Incentive Allotment

Here is how that \$12,000 will be distributed:

10% or \$1200 will go to CISD to maintain the program

Daisy now has \$10,800. Daisy will have 10% of the recognized allotment (\$600) at Comanche High School deducted from the \$10,800 to go into a fund that will be equally divided between any teachers at Comanche High School, not to exceed \$2000, who (a) earned a designation or (b) are not eligible to earn a designation in phase 1 and scored at least “proficient” in all domains 2 & 3 of T-TESS.

In this example, the fund would be distributed as follows:

At Comanche High School, two teachers met criteria (b) above and Daisy met criteria (a). The \$600 will be split evenly among the three teachers and each will receive \$200.

$$\$600/3=\$200$$

Daisy already has \$10,200 and will add \$200 to this amount from the fund above.

$$\$10,200 + 200= \$10,400$$

Daisy will earn \$10,400 (less any income taxes and TRS deductions) for earning an Exemplary designation at Comanche High School

### **How Comanche ISD Will Compensate in Phase 2 (and going forward)**

10% to district to maintain program

85% to teacher earning the designation

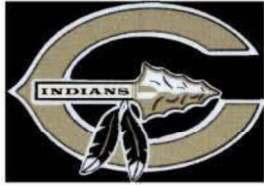
5% of the Recognized designation amount to be divided equally between non-eligible teachers who earned “proficient” in all dimensions of Domains 2 & 3 in T-TESS Cycle, and paraprofessionals who are (a) student-facing instructional staff and (b) earn “satisfactory” on their yearly evaluation on each campus where teachers earn a designation/allotment for a maximum payment not to exceed \$2000 dollars per teacher and paraprofessional. If there are any remaining funds, they will be divided equally among the teachers who earned the designation.

Remainder to teacher earning the designation

In this example, a teacher Daisy May works at Comanche High School. The following allotments apply to each designation at Comanche High School.

Recognized- \$6,000      Exemplary-\$12,000      Master- \$23,000

After collecting her student growth data and T-TESS Domains 2 & 3 data, Daisy earns the Exemplary designation, and Comanche ISD receives a \$12,000 allotment for Daisy’s performance.



# COMANCHE ISD

## *2023-2024 Teacher Incentive Allotment*

Here is how that \$12,000 will be distributed:

10% or \$1200 will go to CISD to maintain the program

Daisy now has \$10,800. Daisy will have 5% of the recognized allotment (\$300) at Comanche High School deducted from the \$10,800 to go into a fund that will be equally divided between any non-eligible teachers and paraprofessionals at Comanche High School who (a) are student-facing instructional staff and (b) earn “satisfactory” on the end of year appraisal. Paraprofessionals cannot earn more than \$2000 from this fund. If there are any remaining funds, they will be divided equally among the teachers who earned the designations.

Daisy will earn \$10,500 (less any income taxes and TRS deductions) for earning an Exemplary designation at Comanche High School.

### **When will teachers be compensated?**

Allotment funds will be paid as an annual lump sum in June in a separate payment. CISD will retain 10 percent of allotment funds received from the state to support the local TIA program.

- If a designated teacher leaves the district prior to winter roster verification (generally in February of each year), the designated teacher will not receive any TIA funds because no TIA funds will be generated to the district from the state.
- If a designated teacher moves campuses within Comanche ISD during the school year, Comanche ISD will provide the funding to the designated teacher based on the campus where the designated teacher worked during winter roster verification.
- If a designated teachers moves to the district prior to winter roster verification, the designated teacher will receive the allotment funds generated by the state at the campus where the teacher is teaching during winter roster verification. The spending plan will be the same for newly hired designated teachers.
- There will not be any adjustment to the distribution of funds for designated teachers who leave the district after winter roster submission. If the teacher leaves the district prior to the end of May, then the district will provide the payout to the teacher with their last paycheck.
- If a teacher retires after winter roster submission, then the TIA funds would be provided to the designated teacher prior to his/her last date of service. If the designated teacher retires before winter roster verification, then no TIA funds will be provided to the teacher.
- Comanche ISD cannot recommend a teacher to the state for a TIA designation if they do not remain in an eligible teaching position the year following the data capture year. For example, if a teacher is designated as a result of data collected in the data collection school year, but the teacher moves into an Assistant Principal role in the next school year, the state will not approve the TIA designation.



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The district has a board-approved compensation plan that provides approval for the TIA payments. The school board will approve the expenditure of TIA funds as part of the annual budgeting process. The TIA compensation will be TRS eligible for designated teachers only and the district will send a copy of the compensation plan to TRS if requested.

The district will request that teachers employed with the district notify the HR Director upon completion of National Board Certification. For new hires, this will be a question asked during the intake process. The teacher will be required to show proof of active status with NBPTS' National Board Certification.

The district's spending plan is included in the district's TIA Handbook. The spending plan is also reviewed during the TIA faculty presentations where the district's overall TIA plan is communicated to staff.

### **Allotment Funding Table**

Allotment funding amounts are determined by the TEA with regard to a campus's rural status and high-need status with a formula which takes into account the level of socio-economic need of students on the campus. Given that a school's student enrollment changes yearly, the campus's socio-economic tier will be recalculated annually. As a reminder, this calculation uses the home address of the student that attends a particular campus. Allotment funds for each designated teacher will be based on the campus, and not the individual students assigned to the designated teacher. The current allotment funding amounts can be found at <https://tiatexas.org/teacher-incentive-allotment-funding-map/>.

### **Movement of Teachers**

The campus at which the teacher works determines allotment funding for designated teachers. Funding amounts are determined by the state based on rural status of the school and whether the campus is considered high-needs by the state. Allotment amounts are determined at winter class roster snapshot date as determined by TEA. Principals are encouraged only to move teachers at the end of the semester when possible.

### **National Board Certification**

National Board Certified Teacher payouts will receive 100% of the funds generated for a Recognized allotment. Should the NBC Teacher receive the Exemplary or Master allotment then the payout will follow the Comanche ISD Spending Plan. It is the teacher's responsibility to notify the district upon receipt of NTBC certification; however, the CISD HR department will verify and process the needed changes as soon as the certification is reported by the teacher.