

# Comanche ISD

## Teacher Incentive Allotment Spending Plan

### 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 a property right. 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 and (b) are not eligible to earn a designation in phase 1 on that campus.
- 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.

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 who (a) earned a designation and (b) and are not eligible to earn a designation in phase 1 but also scored “proficient” in all domains 2 & 3 of T-TESS.

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

At Comanche High School, 2 teachers met the criteria above, as well as Daisy. The \$600 will be split evenly among the 3 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 minus any income taxes and TRS deductions for earning an Exemplary designation at Comanche High School

### **How Comanche ISD Will Compensate in Phase 2**

10% to district to maintain program

85% to teacher earning designation

5% of the Recognized designation amount to be divided equally between 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 paraprofessional. If there are any remaining funds, they will be divided equally among the teachers who earned 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.

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 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 minus 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 addition to the current salary schedule. 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 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 2022-2023 school year, but the teacher moves into an Assistant Principal role in the 2023-2024 school year, the state will not approve the TIA designation.

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 allotment funding for CISD for

the 2021-2022 school year is listed in the table below and can be found at [https://tiatexas.org/about-teacher-incentive-allotment/funding-a\\_locations-map](https://tiatexas.org/about-teacher-incentive-allotment/funding-a_locations-map)

Campus name	District name	Region	Rural flag	Recognized	Exemplary	Master
COMANCHE EARLY CHILDHOOD CENTER	COMANCHE ISD	14	Rural	\$8,559	\$17,118	\$30,529
COMANCHE EL	COMANCHE ISD	14	Rural	\$7,147	\$14,294	\$25,824
COMANCHE H S	COMANCHE ISD	14	Rural	\$6,461	\$12,921	\$23,535
JEFFERIES J H	COMANCHE ISD	14	Rural	\$6,869	\$13,738	\$24,897

### Eligibility

TEA requires that each teacher submitted for a designation “must have a valid SBEC certificate. Eligible types of certificates include: Standard, Professional, Provisional. Eligible classes of certificates include: Classroom Teacher (Chapter 233), Reading Specialist (Chapter 239), Legacy Master Teacher. For more information: <http://ritter.tea.state.tx.us/sbecrules/tac/index.html>. The teacher must also be coded as 087 per PEIMS description of codes for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50-99% of the day and compensated for that employment.

Designations are added to a teacher’s SBEC certificate and are valid for five years. If a teacher moves to a new district, the allotment funding follows the teacher to the new district regardless of whether the new district has an approved designation system in place. Teachers with National Board Certification may be eligible to earn an automatic Recognized designation regardless of whether the district in which the teacher works in participating in TIA.

### 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 90% of the funds generated for a recognized allotment, the other 10% will go to the district. 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.