

JUBILEE ACADEMY'S SPENDING PLAN—TEACHER INCENTIVE ALLOTMENT 2021-22 SCHOOL YEAR

STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as *Recognized*, *Exemplary*, and *Master* under the Teacher Incentive Allotment will flow from the state to Texas school districts. The statute requires that 90 percent of the funds earned through the district's locally designed 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 Teacher Incentive Allotment 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 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. Jubilee Academy will track performance of designated teachers each year and support them to ensure they continue to perform at or above their designation levels.

JUBILEE ACADEMY'S PLAN FOR TIA FUNDING

During the district's Teacher Incentive Allotment stakeholder committee meetings, input was gathered on the development of Jubilee Academy's TIA spending plan. The district included the CFO, Superintendent, teachers, and principals in the decision-making process. In an effort to retain the district's top talent, the stakeholders elected to provide the majority of the Teacher Incentive Allotment funds to the teacher who earned the Designation. Therefore, Jubilee Academy will provide 90% of the TIA funds to the teacher who earned a TIA Designation and reserve 10% of the funds for supporting the TIA initiative at the district level. The district will provide the TIA compensation to teachers through a lump sum payment (as a separate check/EFT from the district) on August 15 of each year that a teacher generates funding for a TIA designation.

- If a Designated Teacher leaves the district prior to Winter Roster Verification (generally in February of each school year) then 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 Jubilee Academy during the school year, then Jubilee Academy will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Snapshot (generally in February).
- If a Designated Teacher moves to the district prior to Winter Roster Verification then the Designated Teacher will receive the allotment of 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 8/15, then the district will provide the payout to the teacher with their last paycheck. If the 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 submission, then no TIA funds will be provided to the teacher.

Note that Jubilee Academy 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 2021-22 school year, but the teacher moves into an Assistant Principal position in the 2022-23 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 currently 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 the 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.

To look up the TIA allotment provided to each campus under this initiative, please visit www.TIATexas.org.

Note: If a TIA Designated teacher is not employed by Jubilee Academy at the TEA winter snapshot date (typically in February of each year), then Jubilee Academy will not be responsible for paying the TIA funds to the Designated Teacher. In order for a Designated Teacher to receive funds under the TIA in this instance, the Designated Teacher will need to work with the 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.

