



# THE ARROW WAY – TIA SPENDING PLAN

## **State Requirements for TIA Funding**

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment (TIA) will be funded 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 program upstart implementation activities 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 considers the designation earned, the level of socio-economic need at the teacher's assigned campus and whether the campus is rural. Funding that will be allocated to Arrow Academy for a Recognized designation ranges from \$4-7K, Exemplary designation ranges from \$9-15K, and Master designations range from \$17-27K.



### **Distribution of TIA Compensation:**

The statute requires that 90% of TIA funds be distributed directly to teachers and no more than 10% of the funds be spent on supporting elements of TIA. Arrow Academy will distribute TIA funds as follows:

- 90% of the teacher TIA allotment will be distributed directly to the individual TIA-designated teacher minus the fees for TRS and benefits. The 90% of the allotment will not be disbursed to any other eligible teacher; only to the TIA-designated teacher.
- 10% of the teacher TIA allotment will be reserved at the district level to support district administration of the implementation of TIA and the ongoing development of TIA resources and professional development. This is inclusive of reimbursement of the National Board Certification fees to eligible teachers.

### **Eligibility for TIA Compensation:**

- If a Designated Teacher leaves the district prior to Winter Roster Verification (generally in February or earlier 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 Arrow Academy during the school year, then the District will provide the funding to the Designated teacher based on the campus where the Designated Teacher worked during Winter Roster (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.



### **Frequency of TIA Compensation:**

TIA compensation is an annual allotment provided by the State and subject to the availability of state funding allocations.

- Arrow Academy will provide the TIA compensation to teachers through a lump sum payment, a stipend (as a separate check/EFT from the district) on or before October 31st of each year that a teacher generates funding for a TIA designation.

### **HB3 – TEACHER INCENTIVE ALLOTMENT FOR ARROW ACADEMY**

<b>Campus Name</b>	<b>Allotment Range</b>	<b>Recognized</b>	<b>Exemplary</b>	<b>Master</b>
Arrow Academy Champions	\$5,543 - \$20,478	\$5,543.00	\$11,087.00	\$20,478.00
Arrow Academy Harvest	\$7,669 - \$27,563	\$7,669.00	\$15,338.00	\$27,564.00
Arrow Academy Liberation	\$4,636 - \$17,454	\$4,636.00	\$9,273.00	\$17,455.00
Arrow Academy Save Our Streets (SOS)	\$7,719 - \$27,732	\$7,720.00	\$15,440.00	\$27,733.00

Source: <https://tiatexas.org/about-teacher-incentive-allotment/funding-allocations-map/> \*The TIA range and amounts are as of 2019-2020 School Year