

# **CAMERON ISD SPENDING PLAN**

## **Distribution of Compensation**

The statute requires that 90% of TIA funds be distributed directly to teachers:

- TIA Designated Teacher = 90% of the teacher TIA dollars will be distributed directly to the individual TIA designated teacher, to include fringe benefits.

The district shall retain 10% of the TIA dollars to use as follows:

- The 10% will be collected at the district level to support district oversight of the implementation of TIA and ongoing professional development of TIA resources. Example Cost: \$500 fee per teacher to submit a teacher for designation.

The same compensation plan will be used for designated teachers entering Cameron ISD with a designation from another district and National Board Certification Teachers (NBCTs) and distributed as described according to their campus assignment with Cameron ISD.

## **Frequency of Compensation**

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

- TIA designated teachers will receive TIA compensation annually based on their TIA designation and TIA state funding for their campus of assignment at the time of the Class Roster Winter submission.
- Compensation will be distributed in the July paycheck, provided all information is received per TEA's published timelines.

## **Timeline**

The following dates are specific timelines for the first wave of TIA, pending approval:

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- July 2024- TIA Designated Teacher Stipend Payout
- August 31, 2024- Deadline for the 10% retained TIA funds to be spent by Cameron ISD
- September 1, 2024- District receives funding for TIA for the previous year during the settle-up process.

## TRS Retirement Impact of Compensation

TIA compensation stipends will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

## Deduction Information

TIA compensation stipends will include typical reductions from the allotment received to cover the cost of TRS, Medicare, workers' compensation, and any other pertinent deductions.

## Teacher Movement

Teacher movement during the school year affects the TIA designation process. The movement will be handled in one of two ways as outlined below:

1. What is the district's plan for adjusting/changing the distribution of TIA funds when an eligible teacher moves to/from a campus within the district or to/from the district **prior** to Class Roster Winter Submission?

- The designated teacher will receive TIA funds based on their hiring/transfer date and the allotments assigned to teachers by TEA. Teachers who transfer to another campus within Cameron ISD **prior** to class roster winter submission will receive their TIA funds for their new campus. In Cameron ISD's plan, 90% of a teacher's allotment is given directly to the teacher who earned the designation. Cameron ISD will provide funding to teachers based on the allotments assigned to individual teachers and received by the district from TEA.

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- If a teacher leaves the district **prior** to Winter Roster Verification then the teacher will not receive any TIA funds because no TIA funds will be generated to our district from the state. If a teacher moves to the district prior to Winter Roster Verification then the teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification.

2. What is the district's plan for adjusting/changing the distribution of funds if an eligible teacher leaves the district **after** Class Roster Winter Submission?

- Designated teachers or other eligible teachers who move out of the district **after** Class Roster Winter Submission will receive the balance of the designated funds in one lump sum paid to them in the July paycheck.