



2024-2025

Spending Plan for

Teacher Incentive Allotment

Rural Cohort F

Doss CCSD
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Teacher Incentive Allotment (TIA)
Application Approved July 2023
By the Texas Education Agency

State Requirements for TIA Funding

Statute requires that 90% of Teacher Incentive Allotment (TIA) funds be distributed directly to student-facing instructional staff at the designated teacher’s campus:

- The individual TIA-designated teacher will be allocated 60% of the teacher TIA funds for distribution, via a one-time stipend to be paid out by August 31, 2025. In subsequent years teachers will receive a one-time stipend in their May paycheck.
- The 30% remaining from the 90% allocated to designated teachers will be split evenly across all other teachers/instructional aides as a one-time stipend to be paid out by August 31, 2025. In subsequent years, the teachers/ aides will receive a one-time stipend in their May paycheck.
- The remaining 10% of the TIA funds will be reserved by the district to maintain the TIA program as required by the Texas Education Agency and to help pay the district’s portion of TRS for teachers as approved in the TIA application and plan.

The same compensation plan will be used for designated teachers entering the district with a designation, and funds will be distributed as described, according to their campus assignment.

THE DOSS SCHOOL GOALS,

including those related to spending:

1. Advance all academic programs
2. Be fiscally responsible
3. Maintain a safe environment
4. Recruit and support quality staff
5. Involve parents and community

Rural School ISD TIA Allotment Funding Table

Campus (EE-8)	Recognized	Exemplary	Master
Rural School	\$4,500	\$9,000	\$17,000

The State TIA funding map for each district and campus is located at www.tiatexas.org.

Cohort F Spending Timeline

School Year	Month	Item
2022-2023	September 2022 – July 2023	The district engaged with ESC 15 through the Teacher Incentive Allotment Rural Cohort F.
	December 2022 – March 2023	The district engaged and finalized TIA Spending Plan, in compliance with statute.
	April 17, 2023	The district submitted final TIA application, including TIA Spending Plan.
	June 27, 2023	The District received notification from the agency that the submitted application was approved.
2023-2024	Full Year	The district captured data based on approved Local Designation System.
2024-2025	November 2024	The district will submit local designation system teacher data to TTU and designated teacher fee to TEA (Fee to TEA is \$500 per designated teacher). Note: all fees will be reimbursed in the following year's FSP September Settle Up.
	February 2025	The district will receive notification of Step 1 Data Submission Review. This includes whether they are able to designate submitted teachers.
	April 2025	The district will receive notification of allotment generated by teacher, based on PEIMS data.
	August 31, 2025	The district must spend all TIA funds generated for previous school year and submit certification to TEA.
Ongoing Post-Approval	September 2025	The district receives funds through FSP. In the first year, this is through the settle-up process. Moving forward, it will be a part of monthly FSP payments and based on prior year estimates.
	Annually, the district will submit data each November to designate new teachers and receive a notification each April on total generated allotment. Each year, all generated funds must be used by August 31 st .	

Frequency of Compensation

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

- TIA-designated teachers will receive TIA compensation annually on or before August 31 based on their TIA designation and TIA state funding for their assignment at the time TIA funds are disbursed.
- Compensation will be distributed on or before August 31, provided all information is received per TEA's published timelines.

TRS Retirement Impact of Compensation

TIA compensation amounts 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 amounts received will include typical reductions from the allotment received to cover the cost of TRS, on-behalf payments, Medicare, Workers Compensation, and any other pertinent deductions.

Teachers Leaving the District

- If a designated teacher retires/resigns after the Winter Roster Submission and effective after the end of the school year, the teacher will receive the allotment as outlined in the spending plan.
- If the designated teacher retires/resigns after the Winter Roster Submission and effective before the end of the school year, the designated teacher will not receive their stipend.
- If a designated teacher resigns/retires after the Winter Roster Submission and effective after the last day to resign in the summer, then the teacher will not receive their stipend.
- If a designated teacher leaves the district after the Winter Roster Submission due to termination, the teacher will not receive their stipend.
- The share of the unused allotments will be equally distributed to the remaining teachers and aides at the designated percentages that remain on the campus of the retiring/resigning teacher and will be paid out as a one-time stipend by August 31, 2025.
- Please note that Doss CCSD cannot recommend a teacher for a TIA designation if the teacher does not remain in an eligible teaching position the year following the data capture year or if the teacher leaves the district following the data capture year.

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 district may propose a budget amendment to the school board at an appropriate time each year after the final allotment amount has been determined for the district by TEA. The TIA compensation will be TRS eligible, 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 Superintendent upon completion of the National Board Certification process as this will follow the same spending plan as recognized teachers who earned a designation through the district's local designation. For new hires, this will be a question asked during the intake process. The teacher will be required to show proof of active status of the NBPTS National Board Certification.

The district's spending plan is included as a supplement to the district's Employee Handbook. The spending plan as approved in the original TIA application is reviewed during the TIA faculty presentations and District Committee meetings where the district's overall TIA plan is communicated to employees. The district maintains an archive of the application development with Region 15 Rural Cohort F, including meetings and surveys, and the Texas Education Agency approved application (July 2023).



For More information:

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