
ANTON ISD

**TEACHER INCENTIVE
ALLOTMENT**

SPENDING PLAN

Anton ISD Spending Plan for Teacher Incentive Allotment

State Requirements for TIA Funding

Funding for teachers designated as Recognized, Exemplary, and Master under the Teacher Incentive Allotment (TIA) will flow from the state to Texas school districts. The statute requires that 90% of the funds earned through the district's local designation system be spent on teacher compensation on the designated teacher's campus. 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% of the TIA funds at the district level to support the rollout and implementation of TIA. The state will calculate rural and socioeconomic tier funding status annually based on student enrollment. Allotment funds will be based on the socioeconomic 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 rural and socioeconomic tier funding of the new campus. Anton ISD will track the performance of designated teachers each year and support them to ensure they continue to perform at or above their designated levels.

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.

District Goals Related to Spending

- Recruit and retain highly effective teachers.
- Direct experienced teachers to students who need the most support.

Anton ISD's Plan for TIA Funding

Spending Timeline

School Year	Month	Action Item
2024-2025	December 2024-March 2025	The district finalizes the TIA spending plan in compliance with the statute
	April 15, 2025	The district will submit the final TIA application, including the TIA Spending Plan
	June 30, 2025	If needed, the district will resubmit the TIA application, including the TIA Spending Plan, based on feedback
2025-2026	Full Year	The district will capture data based on the approved Local Designation System
2026-2027	October 17, 2026	The district will submit local designation system teacher data to TTU and the designated teacher fee to REA (\$500

		per designated teacher). Fees are held in escrow if the system is not approved.
	February 2027	The district will receive notification of Step 1 Data Submission Review. This includes whether they are able to designate submitted teachers.
	April 2027	The district will receive notification of allotment generated by teacher and campus, based on the TSDS Winter Class Roster data
	August 31, 2027	The district must spend all TIA funds generated for the previous school year and submit certification to TEA.
Ongoing Post-Approval	September 2027	The district will receive funds through FSP. In the first year, this will be through the settle-up process. Moving forward, it will be part of monthly FSP payments and based on prior-year estimates.
	Annually, the district will submit data each October to designate new teachers and will receive a notification each April on the total generated allotment. Each year, the district will use all generated funds by August 31st.	

During the district’s Teacher Incentive Allotment stakeholder committee meetings, input was gathered for the development of Anton ISD’s TIA spending plan. The committee meetings included the district superintendent, other district-level personnel, 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, Anton ISD will provide 90% of the TIA funds to the teacher who earned a TIA designation and will retain 10% of the funds for supporting the TIA initiative at the district level, including professional development support for teachers and/or funding a part-time TIA Lead for the district to support and manage TIA systems.** 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 (if the 15th falls on a weekend, then the district will provide the payout on the Friday before the 15th) of each year that the teacher generates funding for a TIA designation.

- If a designated teacher leaves the district prior to the winter roster verification date (generally in February of each year), the district understands that no allotment will be generated and no compensation will be given to the teacher. The district will only pay out funds to designated teachers based on funds received for TIA.
- If a designated teacher moves campuses within the district during the school year, then AntonISD will provide the funding to the designated teacher based on the campus where the designated teacher worked during the winter snapshot (generally in February).
- If a designated teacher moves to the district prior to the winter roster verification date, then the designated teacher will receive the allotment of funds generated by the state at the campus where the teacher is assigned during the winter roster verification. The spending plan will be the same for newly hired teachers.
- There will not be any adjustments to the distribution of funds for designated teachers who leave the district after the winter roster submission.

- If the teacher leaves the district prior to August 15, then the district will provide the payout to the teacher in their last paycheck. Unless extenuating circumstances are present, **in this case the Superintendent will determine if the resigning teacher will receive the designation in their final payout.**
- If the teacher retires after the winter roster submission, then the TIA funds would be provided to the designated teacher before his/her last date of service. If the designated teacher retires before the winter roster submission date, then no TIA funds will be provided to the teacher.
- If a TIA designated teacher is not employed by Anton ISD at the time of the winter snapshot (typically in February of each year), then Anton ISD 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 reference the spending plan of their previous district and work with both districts to determine funding payments.

Please note that Anton ISD cannot recommend a teacher for a TIA designation if: a) the teacher leaves the district following the data capture year, or b) the teacher does not remain in an 087 teaching role the year following the data capture year (does not have to be the same eligible teaching assignment, but does have to be in an 087 teaching role.)

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 in April or May of 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 HR Director upon completion of the National Board Certification process. 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 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.

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

For more detailed guidance, please review the [TIA Exemplar Spending Program Guidance](#) and the [TIA Spending Guidance for District Business Offices](#).