**Teacher Incentive Allotment Compensation Plan**

**Distribution of Compensation**

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

* TIA-designated teacher = 65% of the teacher TIA dollars will be distributed directly to the individual TIA-designated teacher.
* The other 25% of the 90% allotted to the teachers will be evenly distributed among all campus teachers (PEIMS 087), including TIA-designated teachers.

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

* 5% of the amount generated in the District will be used to incentivize non-teacher campus staff, including paraprofessionals such as teacher’s aides working with academics.
* The remaining 5% will be collected at the District level to support District oversight of the implementation of TIA and ongoing development of TIA resources.

**Frequency of Compensation**

TIA compensation is an annual allotment provided by the State and subject to 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 TIA funds are disbursed.
* Non TIA-designated teachers will receive TIA compensation annually based on TIA state funding for their campus assignment at the time TIA funds are disbursed. Amounts will vary depending on the number of TIA-designated teachers employed at the campus.
* Other campus staff will receive TIA compensation annually based on TIA state funding for their campus of assignment at the time TIA funds are disbursed. Amounts will vary depending on the number of the TIA-designated teachers employed at the campus.

**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.

Designated Teacher – 65%

All teachers + designated teachers – 25%

At-will employees – 5%

District Support – 5%