**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 other campus teachers (PEIMS 087), instructional aides that help with face-to-face instruction, and including TIA-designated teachers.

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

* To provide teacher support to include professional development for teacher striving to attain designation.
* To cover increasing TRS surcharges that we are choosing not to pass on to the teachers.

**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 in June 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. It will also be delivered to instructional aides that provide face-to-face instruction. Amounts will vary depending on the number of TIA-designated teachers employed at the campus.
* The remaining 10% will be used to fund the surcharges created by the TIA allotment disbursement, and any remaining in the 10% will be used for professional development for the staff.

**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%

TRS surcharges/Professional Development – 10%