

Spending Plan

The following section ensures UTUCS's compliance with Texas Education Code §48.112.

Spending Plan Development. Teachers and other stakeholders at UTUCS expressed during TIA development that it "takes a village to raise a child". As such, they realized that those receiving the designation don't operate in isolation. Every teacher contributes to the success of the student. Therefore, UTUCS stakeholders developed a graduated TIA compensation system that allows the designated teacher to receive a large percentage of the allotment while also rewarding other teachers on the campus. All teachers at UTUCS were involved in the decision of how to distribute the TIA funds. They were represented on the TIA Architect Team, participated in TIA information and feedback sessions, and participated in a teacher survey where they indicated their personal preferences for the distribution. District level human resources and the Chief Financial Officer were involved in the development of the spending plan. The resulting Spending Plan is communicated in this section.

Distribution of Funds. Per Texas Education Code, UTUCS will use 10% of the TIA allocation to support the TIA program, including providing professional development related to TIA, the purchase of materials to support TIA, and other TIA-related expenses. Teachers receiving a designation will receive 67% of the allotment and the remaining 23% will be distributed among other certified teachers on the campus. For teachers receiving a designation prior to employment at UTUCS, the spending plan will only be different in the first year of employment at UTUCS. Teachers receiving a designation prior to employment at UTUCS will receive 90% of the allotment in their first

year of employment at UTUCS, with the remaining 10% kept by the district. In subsequent years, the teacher will be paid following the UTUCS spending plan for all other teachers.

The TIA allotment will work in conjunction with the current district salary schedule. It will be paid to eligible staff as a stipend and will not be part of the teacher's base pay. During the first year the TIA will be paid as a stipend equally distributed by the months remaining in the school year. Teachers are notified in April of their designation. The TIA stipend is paid TIA designated teachers in equal installments over the months of May, June, July, and August. For the second year and thereafter, UTUCS will pay the TIA stipend to TIA designated teachers as a part of the teacher's monthly compensation. Other certified teachers not receiving a designation will receive their portion of funds in the same manner.

Teacher Mobility. UTUCS will determine the total campus TIA allotment after determinations have been made in April of each year. At that time, UTUCS will determine the teachers who are eligible for the TIA distribution: local TIA designated teachers, incoming TIA designated teachers who earned their designation at a previous district, and current non-TIA designated teachers who were at the campus during the data capture year.

UTUCS will determine the total campus TIA allotment after receiving the TEA determinations in April of each year. TIA designated teachers who have moved from one UTUCS campus to another before the Winter PEIMS submission will receive the payment earned at their previous campus and payment will be made according to the

TIA Handbook. For example, the first year payment will be made in four equal installments in May, June, July, and August.

If a teacher leaves, UTUCS will continue to include the TIA stipend in monthly paychecks until the end of the work agreement. If a teacher leaves after the Class Roster Winter Submission but before the end of the school year, pay will be prorated based on the number of days worked. The TIA stipend will be treated similarly. Any additional TIA funds left due the proration will be distributed to other teachers on the campus according to the plan.

National Board Certification. UTUCS will encourage NBC teachers to notify the district as soon as they receive their certification. Then the district will verify the NCB is listed on their Texas Teacher Certificate. Such teachers will be automatically eligible for the Recognized status according to our TIA Plan and eligible for the distribution.