



UT Charter School Teacher Incentive Allotment Spending Plan

The following section ensures UT-UCS's compliance with Texas Education Code §48.112.

Spending Plan Development

After the first year of implementation, the TIA distribution was reviewed by teachers and other stakeholders. 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. The district agreed that the funds should be distributed in a timely manner if a teacher resigns within the subsequent year. The 10% of district funds will be spent on professional development. 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, UT-UCS uses 10% of the designation allotment to pay for professional development to support instructional staff. Teachers earning a designation receive 90% of the allotment. UT-UCS will determine the total campus TIA allotment after determinations have been made in April of each year. At that time, UT-UCS determines 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 National Board-Certified teachers. UT-UCS distributes the funds to the teachers at the stated 90%. The TIA allotment funds will be paid to eligible staff as a stipend and will not be part of the teacher's base pay. Teachers are notified in April of their designation. The stipend is paid to TIA-designated teachers in one payment each summer prior to August 1st.

Teacher Mobility

If a teacher leaves the district after Winter Roster submission but prior to the end of the working school year, the payment to the teacher will be prorated based on the number of days worked during that school year. The remaining funds from the teacher's 90% allotment will be distributed equally to the certified teachers who remain on the campus by August 1st. The district's 10% will be used according to the Texas Education Code for professional development related to the TIA.

TIA-designated teachers who have moved from one UT-UCS 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. 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.

National Board Certification

UT-UCS will encourage National Board Certification (NBC) teachers to notify the district as soon as they receive their certification. Then the district will verify the NBC 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 distribution.