

# Duncanville ISD Teacher Incentive Allotment Spending Plan

## *Distribution of Funds*

Teachers who receive money through the Teacher Incentive Allotment (TIA) will be paid in the form of stipends, and these stipends count toward TRS (Teacher Retirement System) benefits. The TIA does not replace or change the Duncanville ISD teacher salary scale or regular pay structure.

When Duncanville ISD receives TIA funding for a designated teacher, the district will pay out **90%** of the funds directly to that teacher. **TIA payments are subject to standard payroll taxes and TRS contributions.**

The remaining **10%** will be used for allowable expenses per TIA, including, but not limited to:

- Professional development for teachers
- TIA assessment costs
- Rubric costs, appraiser rater training, or certification
- Other student growth costs
- Recruitment, such as job fairs
- Other items as permitted by TIA

All funds will be spent in their entirety in each year.

Of the 90% of the funds that will be paid to teachers, the district will pay 30% of the allotment to designated teachers on or before June 30<sup>th</sup>. The remaining 70% will be paid to teachers on or before August 31st. All funds will be distributed by August 31st.

Allotment to Teachers		Allotment to District
90%		10%
The 90% will be divided into 2 payments		
June 30th Deadline	August 31st Deadline	
30%	70%	

### **Teacher Allotment Criteria**

The student growth and teacher observation data used to determine eligibility are based on performance from the prior academic year in the eligible teaching assignments. While this data determines initial eligibility, teachers must be assigned to an 087 teaching role at the time of the Winter Roster Submission in the spring.

In addition, TEA requires that teachers be employed and compensated in an 087 teaching role for either at least 90 days at 100% of the instructional day, or 180 days at 50% or more of the instructional day during the 2025–2026 school year.

The allotment generated will be based on the campus where the teacher is assigned at the time of the Winter Class Roster submission.

### **Movement of Teachers**

If the district receives funds for a designated teacher who has resigned, retired, or has been non-renewed or terminated, the district will do the following:

<b>Movement</b>	<b>District Action</b>
<b>Completed Contract / Not Returning (resigned)</b>	<ul style="list-style-type: none"><li>• The teacher will receive the June payment only.</li><li>• The August funds will be divided among other teachers on the same campus who have also earned a TIA designation. If there are no other designated teachers at that school, the August funds will be divided among other teachers at the same campus who hold a standard teaching certificate, meet the state criteria of being coded 087 and teaching at least 90 days, and <b>were not</b> in an eligible assignment when the original teacher earned the allotment.</li></ul>
<b>Teacher Finishes the Year and Retires</b>	<ul style="list-style-type: none"><li>• Retirees who generate an allotment will receive the entire allotment.</li></ul>
<b>Teacher is Non-Renewed or Terminated at Any Time During the Year</b>	<ul style="list-style-type: none"><li>• The funds will be divided among other teachers on the same campus who have also earned a TIA designation. If there are no other designated teachers at that school, the funds will be divided among other teachers at the same campus who hold a standard teaching certificate, meet the state criteria of being coded 087 and teaching at least 90 days, and <b>were not</b></li></ul>

	<p>in an eligible assignment when the original teacher earned the allotment. The funds will be distributed by Aug. 31.</p>
<p><b>Teacher Resigns Before the End of the School Year</b></p>	<ul style="list-style-type: none"> <li>• The funds will be divided among other teachers on the same campus who have also earned a TIA designation. If there are no other designated teachers at that school, the funds will be divided among other teachers at the same campus who hold a standard teaching certificate, meet the state criteria of being coded 087 and teaching at least 90 days, and <b>were not</b> in an eligible assignment when the original teacher earned the allotment. The funds will be distributed by Aug. 31.</li> </ul>
<p><b>Teacher Finishes the Year and Gets Promoted in the District</b></p>	<ul style="list-style-type: none"> <li>• Teachers who move to a non-teaching position prior to formally earning a designation relinquish eligibility per TEA guidelines.</li> <li>• Teachers who are promoted, but generated an allotment from the previous data capture year, will receive the payments in June and August.</li> </ul>
<p><b>Teacher Moves to Another Grade, Subject, or Campus</b></p>	<ul style="list-style-type: none"> <li>• Designated teachers who are moved or reassigned by the district to another campus, grade, or subject level will still be eligible to receive their allotment, as long as they remain in an 087 role and meet service requirements.</li> </ul>