



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: April 20, 2022

Agenda Section: Presentations

Agenda Item Title: Teacher Incentive Allotment (TIA)

From: Millicent Marcha, Chief Academic Officer

Additional Presenters if Applicable: Kevin Rasco, Director of Advanced Academics

Description: South San Antonio ISD would like to move forward with joining “Cohort E” of the Teacher Incentive Allotment. This would allow our district to recruit, retain, and reward teachers through significant increases in the salaries of qualifying teachers. Teachers may earn a TIA designation of recognized, exemplary, or master teacher, each with a higher level of compensation. The criteria for these designations include student performance, teacher performance, family surveys, and service leadership.

Recommendation: N/A

Funding Budget Code and Amount: N/A

TEACHER INCENTIVE ALLOTMENT (TIA)



Wednesday, April 20th, 2022



WHY TIA?

Recruit - Reward - Retain





DESIGN COMMITTEE MEMBERS



Teachers

- Amanda Bazaldua
- Erica Calderon
- Melinda Candelario
- Ben Davis
- Paulina Gutierrez
- Elvia Gonzalez
- Katie Hellum
- Daneila Munoz
- Juanita Veloz

District Leaders

- Mari Alvarez
- Millicent Marcha
- Marisol Mendoza
- Rosanna Carmona-Mercado
- Ileana Moreno
- Amy Obregon
- Eve Prado
- Kevin Rasco
- Julie Silva
- Dr. Rose Mary Walker

Campus Leaders

- Eric Boysen
- Flo Cardenas
- Michael Garcia
- Dan Mauldin



DESIGN COMMITTEE DATES



TIA leads selected August, 23rd, 2021

| Whole Design Committee | <u>1/6,1/13</u> Room 209 | <u>1/24</u> Boardroom | <u>2/7</u> Room 209 | <u>2/23</u> Annex 10 | <u>3/7</u> Boardroom | <u>3/21</u> Boardroom | <u>4/4</u> Boardroom | <u>4/12</u> Boardroom |
|-----------------------------|-----------------------------|--------------------------|------------------------|-------------------------|-------------------------|--------------------------|-------------------------|--------------------------|
| Eligibility Workgroup | – | – | 2/1 | 2/17 | 3/1 | – | – | – |
| Student Growth Workgroup | – | 1/24 | – | 2/16 | 3/2 | – | – | – |
| Observation Workgroup | – | – | 2/3 | – | 3/7 | – | – | – |
| Compensation Plan Workgroup | – | – | 2/1 | 2/22 | – | – | – | – |

Cohort E Application Submitted April 14th, 2022



TEACHER DESIGNATION WEIGHTING



- 50% Student Performance
- 30% Teacher Performance
- 10% Family Surveys
- 10% Service Leadership



3-9K



9-18K



18-32K



SPENDING PLAN

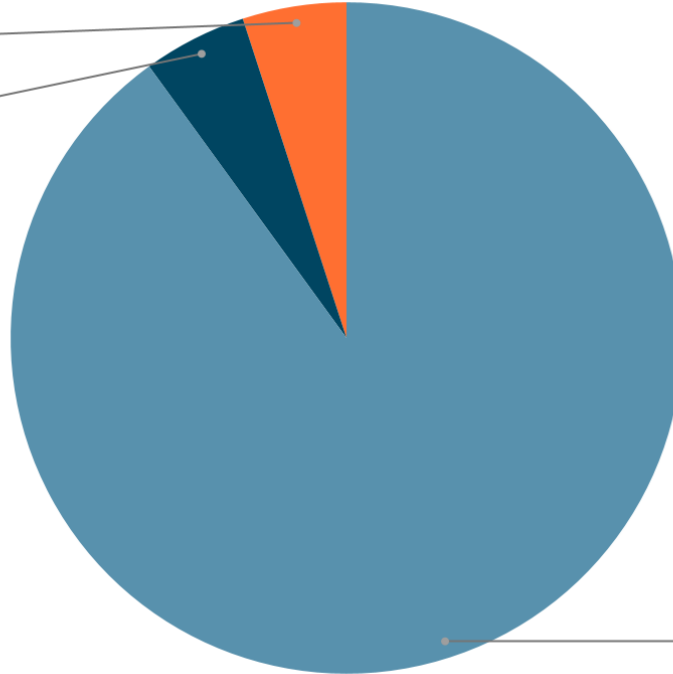


Program Costs

5.0%

Staff Salaries

5.0%



Of the 90%:

- 60% to qualifying teachers
- 40% to all other teachers of record on that campus

Teacher Salaries

90.0%



NEXT STEPS

- Communicate to all stakeholders
- Conduct teacher surveys
- Collect data in 22/23
- Pay teachers 23/24

QUESTIONS?

