



**Splendoria ISD Board of Trustees
Agenda Item Information Form**

Board Meeting Date: 03/17/2025

Submitted Date: 03/11/2025

Agenda Business Items:

- Consent Agenda Item
- ☐ New Action

Information Only Items:

- ☐ Presentation
- ☐ Recognition
- ☐ Information

Name of Person Responsible:

Brian Kroeger and Sarah Crawford

Department or Campus:

Human Resources

Topic:

Splendoria ISD TIA Handbook Change

Background Information:

In reviewing our Splendoria ISD TIA Handbook, we have discovered a change that needs to be made for equity. The original language is:

2. What is the district's plan for adjusting/changing the distribution of funds if an eligible teacher leaves a campus/the district after Class Roster Winter Submission?

There will not be any adjustment to the distribution of funds for Designated Teachers who leave the district after Winter Roster submission. If the teacher leaves the district prior to the August payout, then the district will provide the payout to the teacher with their last paycheck. If the teacher retires after Winter Roster submission, then the TIA funds would be provided to the Designated teacher prior to his/her last date of service. If

the Designated Teacher retires before Winter Roster submission, then no TIA funds will be provided to the teacher.

We propose the following to be the new language:

Teachers designated to receive the TIA payout in August must complete their full contract. If a teacher resigns or retires before the end of their contract, they will forfeit the TIA payout. In this case, the forfeited funds will be reallocated to the campus where the teacher primarily worked during the school year. This plan ensures that TIA funds are used effectively to support the campus and align with district goals, even when there are mid-year staff changes. Exceptions may be considered for extenuating circumstances and must be approved by district administration.

Attachments:

Superintendent's Resolutions:
Recommended