

**What is the rationale for the distribution of allotment funds, and how does this align with district goals?**

The rationale for the distribution of TIA funds is to offer a competitive compensation package that rewards the most effective teachers in the district. TIA is strongly aligned to primarily address goals of the district's strategic plan which notes that the district will:

- attract, develop, retain, and sustain the highest quality talent for our classrooms and schools
- sustain longevity for top tier teachers in the district with supplemental pay
- attract quality talent by offering a competitive salary
- align financial plans and budgetary expenditures to support student learning and teacher performance pay
- implement a differentiated compensation package to reward the highest performing teachers based on student performance

**How and when will teachers receive TIA compensation? (If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.)**

The first year's TIA amount will be paid in the form of two stipends by August 31, 2027. Teachers will have 50% of their stipend on their May paycheck, and the last 50% of the stipend on their August paycheck. All funds will be expended by August 31st annually. All subsequent years will be the same process and stipend percentage.

Percent of Allotment Going to Designated Teachers (select percent) ?	Percent of Allotment Going to other teachers on the campus (select percent) ?	Percent of Allotment being retained by the LEA (select percent) Max 10% ?
90	0	10

**Please provide details around how specifically the district plans to spend the percentage of funds reserved at the district-level to support the local designation system. Include whether you plan to spend any on professional development.**

The 10% will be allocated to instructional programs, a stipend for the TIA Lead, and other TIA instructional resources as prioritized by the district.

**By what date will your district spend all TIA allotment funds? Please include details about the first year and subsequent years.**

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