

UT Elementary Charter School Teacher Incentive Allotment Spending Plan

The following document ensures UTES'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 stake holders. 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 in the event that a teacher resigns within the subsequent year. The 10% district funds will be spent on professional development and the cost of submitting teachers for designation. 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, UTES will use 10% of the designation allotment to pay for professional development to support the TIA and the cost of submitting teachers for designation. Teachers earning a designation will receive 90% of the allotment. Teachers receiving a designation prior to employment at UTES will receive 90% of the allotment in their first year of employment at UTES, with the remaining 10% kept by the district to cover professional development to support the TIA and the cost of submitting teachers for designation. UTES will determine the total campus TIA allotment after determinations have been made in April of each year. At that time, UTES will determine the teachers who are eligible for the TIA distribution: local TIA designated teacher, incoming TIA designated teachers who earned their designation at a previous district, and current National Board-Certified teachers. UTES will then distribute the funds to the teachers at the stated 90%.

The TIA allotment funds will work in conjunction with the current district salary schedule. It 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 31.

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 remain funds from the teachers 90% allotment will be distributed equally to the certified teachers that remain on the campus by August 31. The

district 10% will be used according to Texas Education code for professional development related to the TIA.

UTES is a single campus district. 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

UTES 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 the distribution.