

Spending Plan

The following section ensures UTES's compliance with Texas Education Code §48.112.

Spending Plan Development. Teachers and other stakeholders at UTES expressed during TIA development that it "takes a village to raise a child". As such, they realized that those receiving the designation don't operate in isolation. Every teacher contributes to the success of the student. Therefore, UTES stakeholders developed a graduated TIA compensation system that allows the designated teacher to receive a large percentage of the allotment while also rewarding other teachers on the campus. All teachers at UTES were involved in the decision of how to distribute the TIA funds. 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. 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 TIA allocation to support the TIA program, including providing professional development related to TIA, the purchase of materials to support TIA, and other TIA-related expenses. Teachers earning a Recognized designation will receive 67% of the allotment, teachers earning an Exemplary designation will receive 76% of the allotment, teachers earning a Master designation will receive 85% of the allotment, and the remaining allotment will be distributed among other certified teachers on the campus. UTES teachers and administrators selected this distribution method so that the other

certified teachers on the campus would receive significant dollar amounts reflective of their input. At UTES, the teachers earning a Recognized distinction would likely be earlier in their career, thus requiring more support from other teachers. Those earning Master designations are likely to be further in their career and mentoring new teachers, rather than receiving significant amounts of support for other teachers.

For teachers receiving a designation prior to employment at UTES, the spending plan will only be different in the first year of employment at UTES. 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 administrative costs. In subsequent years, the teacher will be paid following the UTES spending plan for all other teachers.

The TIA allotment will be paid as a stipend. During the first year the TIA will be paid as a stipend equally distributed by the months remaining in the school year. Teachers are notified in April of their designation. The TIA stipend is paid TIA designated teachers in equal installments over the months of May, June, July, and August. For the second year and thereafter, UTES will pay the TIA stipend to TIA designated teachers as a part of the teacher's monthly compensation. Other certified teachers not receiving a designation will receive their portion of funds in the same manner.

Teacher Mobility. 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 teachers, incoming TIA designated teachers who earned their designation at a previous district,

and current non-TIA designated teachers who were at the campus during the data capture year.

If a teacher leaves, UTES will continue to include the TIA stipend in monthly paychecks until the end of the work agreement. 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. Any additional TIA funds left due the proration will be distributed to other teachers on the campus according to the plan.

National Board Certification. UTES will encourage NBC teachers to notify the district as soon as they receive their certification. Then the district will verify the NCB 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.