



Frankston ISD Spending Plan for Teacher Incentive Allotment

State Requirements for TIA Funding

Statute requires that 90% of Teacher Incentive Allotment (TIA) funds be distributed directly to instructional-facing staff at the designated teacher's campus:

- The individual **TIA-designated teacher will be allocated 90%** of the teacher TIA funds for distribution, via a one-time stipend to be paid out by August 31st each year*
- The remaining 10% of the TIA funds will be reserved by the district.

The district shall retain 10% of the TIA funds to use as follows:

- *TIA-associated costs, such as statisticians, student growth measures, additional appraisers, etc. This allocation ensures ongoing oversight and effective implementation of the TIA system.*

The same compensation plan will be used for designated teachers entering the district with a designation, and funds will be distributed as described, according to their campus assignment.

District Goals Related to Spending

- Recruit and retain highly effective teachers.
- Direct experienced teachers to students who need the most support.

Frankston ISD TIA Allotment Funding Table by Campus

Allotment funding amounts are determined by TEA with regard to a campus's rural status and high-need status with a formula which takes into account the level of socio-economic need of students on the campus. Given that a school's student enrollment changes yearly, the campus' socioeconomic tier will be recalculated annually. As a reminder, this calculation uses the home address of the student that attends a particular campus. Allotment funds for each designated teacher will be based on the campus, and not the individual students assigned to the designated teacher.

Campus	Recognized	Exemplary	Master
Frankston Elementary	\$6,358	\$12,716	\$23,193
Frankston Middle	\$6,088	\$12,175	\$22,292
Frankston High	\$5,820	\$11,641	\$21,402

The TIA funding map for each district and campus is located at <https://tiatexas.org/funding-map/>.

Frequency of Compensation

TIA Compensation is an annual allotment provided by the State of Texas and subject to availability of state funding allocations.

- TIA-designated teachers will receive TIA compensation annually on or before August 31 based on their TIA designation and TIA state funding for their campus of assignment at the time TIA funds are disbursed.
- Compensation will be distributed on or before August 31, provided all information is received per TEA's published timelines. The district's designated teachers and paraprofessionals will be paid annually on or before August 31.

TRS Retirement Impact of Compensation

TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Deduction Information

TIA compensation amounts received will include typical reductions from the allotment received to cover the cost of TRS, on-behalf payments, Medicare, Workers Compensation, and any other pertinent deductions.

***Teachers Leaving the District**

If a designated teacher leaves the district before the winter roster submission, the teacher will be ineligible to receive TIA funding from Frankston ISD because the district will not have received any funding; however, the designated teacher may be eligible for funding in their new district.

If a designated teacher leaves the district after the winter roster submission and before the end of the school year, Frankston ISD will withhold the full amount of the stipend. In this case, the stipend will be divided evenly among the other instructional-facing roles at the campus. These funds will be paid to them not later than August 31.

If an eligible teacher leaves the district at the end of the school year, the district will withhold the full amount of the stipend. In this case, the stipend will be divided evenly among the other

instructional-facing roles at the campus. These funds will be paid to them not later than August 31.

In the event a designated teacher is hired by the district prior to Class Roster Winter Submission, both the campus and designated teacher will receive the TIA Funds generated by the designated teacher.

Fund distribution methods will be communicated to staff at summer in-service and email.

Please note that Frankston ISD cannot recommend a teacher for a TIA designation if: a) the teacher leaves the district following the data capture year, or b) the teacher does not remain in an 087 teaching role the year following the data capture year (does not have to be the same eligible teaching assignment, but does have to be in an 087 teaching role.)

For more detailed guidance, please review the [TIA Exemplar Spending Program Guidance](#) and the [TIA Spending Guidance for District Business Offices](#).