

## **Bellevue ISD**

### **Teacher Incentive Allotment Spending and Budget Plan**

The district has considered various ways and methods of allocating the amount that the district will receive from the Teacher Incentive Allotment. The district staff was surveyed to consider various methods of allocation and disbursement. Sixty-five percent of the staff survey indicated that allocation to support staff should be utilized. The following is the district's Spending and Budget Plan for the Teacher Incentive Allotment.

#### **Performance Pay: Teacher Incentive Allotment (TIA)**

For any funds received by Bellevue ISD for a designated teacher under the Teacher Incentive Allotment (TIA), a percentage from 80% to 90% of the allocation will be paid to the teacher based on the level of designation. The district will allow the funds to increase a teacher's salary for the Teacher Retirement System. There will be 10% allocated to the district. The remaining percentage will be paid equally to educational support staff taken from the Instructional Aide Pool. The stipend that is paid to paraprofessionals from the Instructional Aide Pool will not be TRS Eligible.

#### **Administrative Costs**

When a teacher receives a Teacher Incentive Allotment amount from TEA, the district will reduce the amount by 10% for administrative costs. The Administrative costs will include amounts to support the continuation of the program with costs for training, professional development, programs for measuring student growth, and stipends for TTESS Evaluators. In order for the district to utilize the 10% for administrative costs, the teacher will reimburse the district for the district's contribution to TRS for the additional amount caused directly by the incentive allotment. In order for the district to utilize the 10% for administrative costs, the teacher will reimburse the district for the district's contribution to TRS for the additional amount caused directly by the incentive allotment, unless the state, through the TRS On-Behalf payment, pays the TRS contribution.

#### **Remaining 90%**

Depending on the designation that the teacher is awarded in the TIA system, the district will utilize a progressive approach to the allocation of the remaining 90%. The teacher award at the Recognized designation level is the full 90% remaining. The teacher award at the Exemplary designation level is 85% of the allotment. The teacher award at the Master designation level is 80% of the allotment. Being a single campus school district, the district will set up an Instructional Support pool for the remaining amount funds allocated at the Exemplary and Master designation levels.

### **Instructional Support Pool:**

The district understands that student achievement and the progress that a student receives is significantly impacted by the teacher, but is supported with instructional aides. Thus a pool is being created, Instructional Support Pool. The percentage of funds not allocated to the Exemplary or Master designated teacher will be placed in the Instructional Support Pool. The ceiling on the pool is \$3000 times the number of Instructional Aides on staff. Currently the district employs seven (7) instructional aides, so the ceiling of the Instructional Support Pool would be \$21,000. If the pool were to reach the maximum amount, the percentage for each teacher would be calculated equally and the remaining amounts would be given back to the teachers that contributed to the pool.

### ***Fund Allocation:***

#### **Recognized Or NBCT Certified**

The teacher will receive 90% of the TIA allotment (the allotment minus the 10% admin cost)

#### **Exemplary**

The teacher will receive 85% of the TIA allotment. The allotment minus the 10% administrative cost minus the 5% for the Instructional Support Pool.

#### **Master**

The teacher will receive 80% of the allotment. The allotment minus the 10% administrative cost minus the 10% for the Instructional Support Pool.

Example:

3 Recognized teachers: TIA award \$6,000 per teacher Total for this designation

- |                       |          |           |
|-----------------------|----------|-----------|
| ● Administrative cost | \$ 600   | \$ 1,800  |
| ● Teacher award       | \$ 5,400 | \$ 16,200 |

3 Exemplary teachers TIA award \$12,000 per teacher Total for this designation

- |                       |           |           |
|-----------------------|-----------|-----------|
| ● Administrative cost | \$ 1,200  | \$ 3,600  |
| ● Teacher award       | \$ 10,200 | \$ 30,600 |
| ● Instructional Aides | \$ 600    | \$ 1,800  |

6 Master teachers TIA award \$21,000 per teacher Total for this designation

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|-----------------------|-----------|------------|
| ● Administrative cost | \$ 2,100  | \$ 12,600  |
| ● Teacher award       | \$ 16,800 | \$ 100,800 |
| ● Instructional Aides | \$ 2,100  | \$ 12,600  |

TOTAL

- |                       |    |            |
|-----------------------|----|------------|
| ● Administrative cost | \$ | \$ 18,000  |
| ● Teacher award       | \$ | \$ 137,600 |
| ● Instructional Aides | \$ | \$ 14,400  |

Therefore, the seven (7) Instructional Aides would split the \$ 14,100 and receive an end of the year TIA stipend of \$2,057.14.

**Hypothetically**

15 Master teachers	TIA award \$21,000 per teacher	Total for this designation
• Administrative cost	\$ 2,100	\$ 31,500
• Teacher award	\$ 16,800	\$ 252,000
• Instructional Aides	\$ 2,100	\$ 21,000 ceiling
• Excess from pool	\$	\$ 10,500

Therefore, the seven (7) Instructional Aides would split the ceiling amount of \$ 21,000 and receive an end of the year TIA stipend of \$3,000. The excess of \$10,500 in the Instructional Support pool would be returned to the 15 Master teachers to receive \$700 each.

***When and how funds will be dispersed:***

**Fund Disbursement: New Designated Teacher**

The district will be notified by TEA of a designated teacher in April/May. The teacher will receive ½ of the allocation based on the designation on the last day of the school year. The teacher will receive the remaining amount during the 1st day of Inservice for the following school year. If the teacher is no longer employed by the district at that time, the remaining amount will be placed in the Instructional Aide Pool and distributed equally to all paraprofessionals during the 1st day of Inservice

**Fund Disbursement: Designated Teacher, New to District or continued employment**

If a designated teacher is new to the district or is continuing employment, a designated teacher that is employed by the school at the time of the winter class roster will be paid ½ of the allocation based on the designation achieved the last day of school before Spring Break in March. The teacher will receive the remaining amount during the 1st day of Inservice in August. If the teacher is no longer employed by the district at that time, the remaining amount will be placed in the Instructional Aide Pool and distributed equally to all paraprofessionals during the 1st day of Inservice. A teacher that has retired will receive the remainder of the funds in their final paycheck. Any designated teacher that is not with the district at the winter class roster will not receive a TIA payment from the district. **All funds for the school year will be distributed by August 31st each year.**

**Budget:**

The school district has designated a portion of the district's fund balance to pay for the Teacher Incentive Allotment to be reimbursed the following year by the Texas Education Agency.