



Teacher Incentive Allotment Spending Plan

Distribution of Compensation

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

- The individual TIA-designated teacher will be allocated 90% of the teacher TIA dollars for distribution.*
- The remaining 10% of TIA Funds will be reserved by the district

The District shall retain 10% of the TIA dollars to use as follows:

- The district will use the reserved 10% to pay for the costs associated with payroll for paying out a stipend of 90% of the allotment to teaching staff who earn designation. This will include items such as payroll taxes, TRS, etc.

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

TIA Allotment Funding Table by Campus

Campus	Recognized	Exemplary	Masters
Oak Meadows Elementary	5,516	11,031	20,836
Manor Middle School	4,555	9,110	17,183

For employees at other campuses, if Manor ISD expands the program to other campuses, information about the Allotment Funding for all Manor ISD campuses can be located by following this link: <https://tiatexas.org/funding/>.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State 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 in August 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 an eligible teacher retires at the end of the school year, we will pay out the full stipend upon retirement in June.

If an eligible teacher leaves the district before Class Roster Winter Submission, the teacher will be ineligible to receive TIA funding from Manor ISD (as Manor ISD will not receive any funding), but not from a district they move to.

If an eligible teacher leaves the district after the Class Roster Winter Submission (thereby breaking their employment contract with Manor ISD), Manor ISD will withhold the full amount of the stipend. In this case, the stipend will be divided among other instructional-facing roles at that campus. These funds will be paid to them no later than August 31.

If an eligible teacher leaves the district at the end of the school year (i.e., does not renew their contract), we will pay out the full stipend with their final paycheck.