ALVIN ISD

TIA Spending Plan Overview

Statutory Requirements

Districts must spend 90% or more of the allotment on teacher compensation on the campus where the designated teacher works. Up to 10% of the allotment may be used by the district to support the local designation system or to support teachers in earning designations.

Allotment Distribution

To Teachers: 90% of TIA funds go directly to designated teachers, minus taxes, TRS, and fringe benefits deductions. Designated teachers receive a lump sum payment by August 31st of each year.

To District: 10% of the funds remain with the district. These funds are utilized for training and support of the system, expansion of the system, administrative expenses, and/or professional development related to TIA.

Key Points

- If the district does not receive data validation approval, the district does not receive funds, and the teacher payouts will not occur. The district may continue collecting data for submisssion the following year.
- If a designated teacher retires after Winter Roster submission, the district will provide the payout to the teacher by August 31.
- If a designated teacher resigns after the Class Roster Winter Submission, the funding will be distributed equally among other eligible teachers at their campus.

Sample Allotment Calculation

$12,416.00	Award amount from the state
-$1,241.60	Minus 10% retained by the district for TIA assessments and employer fees
$11,174.40	Subtotal
-$1,011.28	State required TRS fees for Above Statutory Minimum Tax and Public Edcuation Employer Contributions
-$145.27	Federal required employee Medicare contribution
$10,017.85	Gross amount awarded to the employee
$10,017.85	Employee TIA payment
-$826.47	State required employee contribution to TRS
-$65.12	State required employee contribution to TRS Care
-$145.26	Federal required employee Medicare contribution
-$1,502.68	Federal required tax (amount varies based on employee's W-4 amd taxable wage amount)
$7,478.32	Total net payment after deduction of employee taces and fees



Teacher Retirement System

All TIA compensation is Teacher Retirement System (TRS) eligible. TRS has limits of 10% or $10,000 increase per year on eligible salary incerases in the last 3 or 5 years prior to retirement. This could limit the extent to which the TIA compsensation paid in those years is TRS eligible. A member can "work out of the limit"- the member will need to contact a TRS benefit counselor when they are ready to retire to determine if this limit will impact their retirement annuity calculation.