

## **Teacher Incentive Allotment (TIA) Strategic Compensation Spending Plan**

Cohort B participating campuses (3D Academy & Rivas ES), following TEA HB3 guidelines and approved TIA spending plan, will compensate identified, designated teachers with 90% of the available Allotment calculated based on:

- The level of socio-economic need at the identified school where the teacher works
- Level of designation
  - Recognized TIA Designation 1 – 90% of funds between \$3,000 - \$9,000 (based on TEA calculation)
  - Exemplary TIA Designation 2 – 90% of funds between \$6,000 - \$18,000
  - Master TIA Designation 3 – 90% of funds between \$12,000 - \$32,000
- TEA allows 10% of each designated teacher's funds to be reinvested for designation system implementation and to help teachers to earn a designation.