

# Robert Lee Independent School District Compensation Plan

## Distribution of Compensation

Statute requires that 90% of TIA funds be distributed directly to teachers:

- TIA-designated teacher = 90% of the teacher TIA dollars will be distributed directly to the individual TIA-designated teacher
- Benefits = 10% of the TIA funds will be used for employee TRS charges.
- No funds will be distributed to other campus teachers or staff

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

- Funds will be collected and used at the district level to support district oversight of the implementation of TIA and ongoing development of TIA resources including but not limited to other teachers pursuing designations and staff development.

## 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 based on their TIA designation and TIA state funding for their campus of assignment. Funds will be distributed in June of each year.
- Should the district receive funding for a designated teacher who has resigned without entry into another district, or retired, the district will forward a prorated payment for the number of days worked for that school year to the resigned or retired teacher as soon as practicable, but before August of that year.
- Should the district receive funding for a designated teacher who has resigned but gained employment with another school district, the funds will be forwarded to that teacher.

## Impact of Compensation

TIA compensation stipends will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits. The compensation plan was sent to TRS for approval.