

Texas Serenity Academy School District Spending Plan

The plan is for designated teachers to receive 90% of the Teacher Incentive Allotment. The 10% Teacher Incentive Allotment will be used by the district to support the designation system and support teachers getting designated.

The District will utilize the TIA funds to modify the district salary schedule based on the TIA designations. Designated teachers will receive TIA compensation in the form of a one-time amount (lump sum). After teachers are approved to earn their designation in the Spring semester, all compensation will be paid in one lump sum by August 31st. The designated teacher must be employed at the school district until the end of the school year when the TIA compensation will be paid. The district will approve the budget that includes the expenditure of TIA funds each year. If the designated teacher leaves prior to Class Roster Winter submission, then the teacher will not receive TIA compensation. The teacher must be employed for the entirety of the school year to qualify to receive the TIA compensation. If the designated teacher leaves the district after the Class Roster Winter Submission, but before the end of the year, then the designated teacher will not receive the TIA compensation. The teacher must be employed for the entirety of the school year to qualify to receive the TIA compensation. In the event that a teacher leaves after the Winter Class Roster verification but before the scheduled payout to designated teachers, the district will redistribute the allotment generated to teachers on the campus where the designated teacher was employed during the Winter Class Roster verification. Recognized represents the top 33% of teachers, Exemplary represents the top 20% of teachers, and Master represents the top 10% of teachers. Using this model, Texas Serenity Academy School District projects that about 33% of teachers (five teachers) may earn a Recognized designation and 20% of teachers (three teachers) may earn an Exemplary designation and 5% of teachers (1) teacher may earn a Master designation.

Again, the plan is for designated teachers to receive 90% of the Teacher Incentive Allotment and the district to use the remaining 10% to support the designation system.

The district has decided that this Spending Plan is the most appropriate spending plan for both teachers and the school district. The district will be able to utilize the plan to reward, recruit, and retain designated teachers on

campus. With the district being a single campus district, we believe that every opportunity must be utilized to reward, recruit, and retain designated teachers at our high needs.

In conclusion, the plan is for designated teachers to receive 90% of the Teacher Incentive Allotment. The 10% Teacher Incentive Allotment will be used by the district to support the designation system and support teachers getting designated.