

ATLANTA ISD's TEACHER INCENTIVE ALLOTMENT SPENDING PLAN

PART A: DISTRIBUTION OF ALLOTMENT FUNDS

Percentage of allotment going to designated teachers (select percent)	Percentage of allotment going to other teachers on the campus (select percent)	Percentage of allotment going to LEA (select percent) *Max 10%
90%	0%	10%
1. To confirm that your district's spending plan complies with statute, provide additional details outlining how the district will spend funds on other eligible staff and how the district will spend any portion of the allotment remaining at the district-level.	Please provide details around how the district plans to spend these funds above. Include eligible roles, how eligibility will be determined, and any other details.	Please provide details around how specifically the district plans to spend the percentage of funds reserved at the district-level. Include whether you plan to spend any on professional development.
	N/A	AISD will use all district-level funds to provide professional development for teachers, to purchase student growth measurement programs, and to pay the employers' portion of employee benefits on TIA payouts.
2. By what date will your district spend all TIA allotment funds? Please include details about the first year and subsequent years.	All TIA funds will be spent by August 31 of each year. Teachers will receive lump-sum payouts (less applicable TRS and taxes) in August, creating a cash shortfall which will be funded by the district until allotment funds are received in September.	
3. Please provide a link to the district spending plan. Note, please ensure the link is accessible. If using a hosting service like Google docs, ensure it does not require a login or district account.		

PART B: STAKEHOLDER ENGAGEMENT AND SPENDING PLAN

<p>1. What is the rationale for the distribution of allotment funds, and how does this align with district goals?</p>	<p>This distribution would provide the most funds to the designated teachers while being able to support the TIA program long term at the district level. Also, our teacher compensation would increase relative to local competing districts, increasing our ability to recruit/retain high quality teachers.</p>
<p>2. How were teachers and other stakeholders involved in developing the plan for distribution of TIA funds?</p>	<p>AISD created a design team comprised of central office administrators, campus administrators, and teachers. Beginning in Fall 2021, each team met regularly to understand TIA, discuss compensation options and look at other districts' spending plans.</p>
<p>3. How were teachers informed about the details of the district's TIA spending plan?</p>	<p>Teachers were informed via campus meetings and provided updates on the spending plan. We gathered feedback on teacher preferences and included those results in our spending plan.</p>

PART C: GENERAL SPENDING PLAN AND BOARD APPROVAL

<p>1. How will allotment funds work in conjunction with or replace the current district salary schedule?</p>	<p>Allotment funds will be in addition to salary and other stipends.</p>
<p>2. How will teachers receive TIA compensation? <i>If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.</i></p>	<p>Designated teachers will receive 90% of the allotment payable through the AISD payroll department. AISD has not adopted a split funding model.</p>

<p>3. When will teachers receive TIA compensation? <i>If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.</i></p>	<p>Teachers will receive the allotment in one lump sum after the district receives notice of the designation and funds being received. Lump sum payments (less applicable taxes and TRS) will be paid in August 2024 and then in August of every year thereafter.</p>
<p>4. When (month and year) will the school board approve a budget that includes the expenditure of TIA funds? Note, this is not required by the time of application submission.</p>	<p>In August 2023, the board will approve a budget that includes estimated TIA amounts to be paid in August 2024. This will be amended as necessary so that the budget will not be overspent, depending on the amount of allotment funds awarded.</p>

PART D: MOVEMENT OF TEACHERS

	Designated Teachers
<p>1. What is the district’s plan for adjusting/changing the distribution of TIA funds when an eligible teacher moves to/from a campus within the district or to/from the district prior to Class Roster Winter Submission?</p>	<p>Teachers that change campuses within AISD will be awarded with a lump sum payout based on the designation they have earned. The economically disadvantaged student tier of the campus the teachers were employed at the time of winter roster designation.</p>
<p>2. What is the district’s plan for adjusting/changing the distribution of funds if an eligible teacher leaves the district after Class Roster Winter Submission?</p>	<p>Retirements after Winter Roster will be awarded a payout based on their designation. Those who leave AISD for reasons other than retirement will not receive a payout; those funds will be shared with teachers on the campus that earned the designation.</p>

PART E: NATIONAL BOARD AND DESIGNATED TEACHER NEW HIRES

<p>1. Will compensation for Recognized National Board Certified Teachers (NBCTs) follow the same spending plan as Recognized teachers who earned a designation through the district's local designation system? (Select Yes/No)</p>	<p>Yes</p>
<p>2. Will compensation for newly hired teachers that were designated by another district follow the same spending plan as teachers who earned a designation through the district's local designation system?</p>	<p>Yes</p>