



Teacher Incentive Allotment – District Spending Plan

Archer City ISD's district improvement plan (DIP) states (goal 2) that the district will recruit and retain highly qualified teachers [through] (subpoint A) providing competitive salary, benefits, and workloads as permitted by budget. Through various optional stakeholder town halls, surveys, ACISD administrative meetings, and board guidance, Archer City ISD determined the most effective appropriation of these funds was 90% going to designated teacher, 10% retained for administrative costs at the campus level. ACISD administration, in consultation with the business office, found the results to be consistent and supplemental to our DIP goals.

In accordance with Texas Education Code Chapter 48.112 and teacher and community stakeholder feedback, Archer City Independent School District will compensate designated recipients of Teacher Incentive Allotment funds with one half (1/2) in the May pay cycle and one half in the December pay cycle.

Current Payout Projections

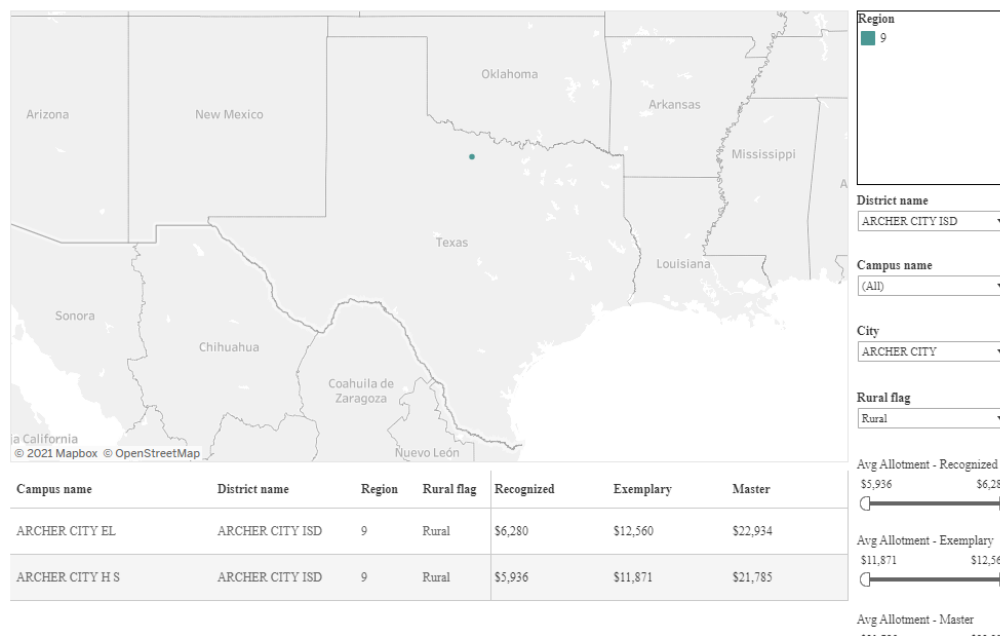


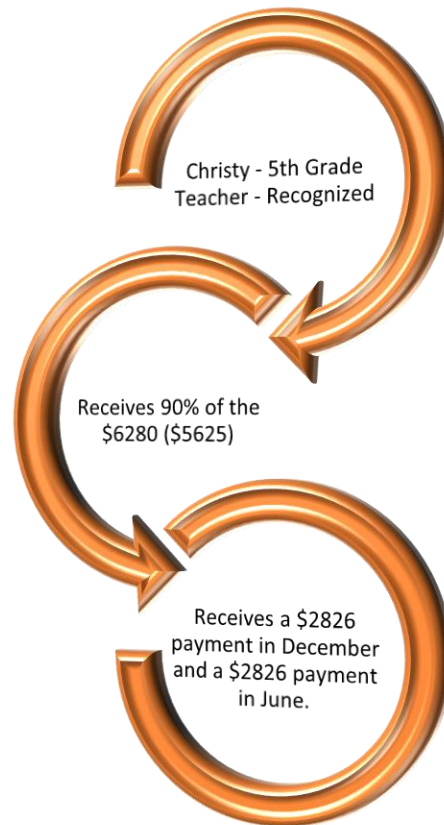
Figure 1- based on current projections from TIATexas.org.

The current projected amounts for designations are listed above minus the 10% that the district will retain. These are projected amounts but give TIA qualifiers a clear understand of compensation awards.

Example for Compensation Analysis

Christy is a fifth grade teacher at Archer City Elementary. She has been identified as a recognized teacher. Based on current projections, ACISD will receive \$6280 for having a designated employee. Christy knows she can either achieve that through local measures OR by being Nationally Board

Certified. Based on her designation, she will be eligible to receive \$5,652 for the school year. Half of that will be paid on Christy's December pay check, which comes to \$2826. The remaining \$2826 will be paid on her June paycheck. The district will retain \$628 for the costs associated with the TIA initiative.



Timeline for Implementation

Archer City ISD will conduct annual training on Teacher Incentive Allotment as a part of in-service in August. This training will take place with new-hire and returning staff. Campus principals will discuss the process with designated teachers and explain payout expectations (as listed above). All teachers will be encouraged to find ways to achieve designation and given recommended strategies to do so.

Teachers Coming From Another District

If a teacher comes from another district, they will be compensated from their start date with Archer City ISD. Employees with a start date in August, and they already carry a designation, they will be compensated in December and again in June. Employees who begin mid-year will be compensated at a pro-rated amount.

Supplement to Salary Schedule

Teacher Incentive Allotment funding will supplement the current pay structure. Archer City ISD will not modify the current pay scale based on TIA funding. Additional compensation will be in addition to the pay scale set forth annually by the Archer City ISD Board of Trustees.