



Sonora ISD Spending Plan for Teacher Incentive Allotment

State Requirements for TIA Funding

Statute requires that 90% of Teacher Incentive Allotment (TIA) funds be distributed directly to instructional-facing staff at the designated teacher's campus:

- The individual **TIA-designated teacher will be allocated 90%** of the teacher TIA funds for distribution, via a one-time stipend to be paid out by August 31st each year.
- The remaining 10% of the TIA funds will be reserved by the district.

The district shall retain 10% of the TIA funds to use as follows:

- To support professional development needed to support TIA.
- To support ongoing development of TIA resources.

The same compensation plan will be used for designated teachers entering the district with a designation, and funds will be distributed as described, according to their campus assignment.

District Goals Related to Spending

- Recruit and retain highly effective teachers.
- Direct experienced teachers to students who need the most support.

Sonora ISD TIA Allotment Funding Table by Campus

As of **Apr 1, 2026** Funding amounts are updated in April every year.

Campus	Acknowledged	Recognized	Exemplary	Master
Sonora Elementary (PK-6)	No Rate set, but between \$3000-\$9000	\$6,515	\$13,030	\$23,717
Sonora Secondary (7-12)	No Rate set, but between \$3000-\$9000	\$6,210	\$12,421	\$22,701

The TIA funding map for each district and campus is located at www.tiatexas.org.

Spending Timeline

School Year	Month	Action Item
2024-2025	December 2024-March 2025	The district finalizes the TIA spending plan in compliance with statute
	April 15, 2025	The district will submit the final TIA application, including the TIA Spending Plan
	June 30, 2025	If needed, the district will resubmit the TIA application, including the TIA Spending Plan, based on feedback
2025-2026	Full Year	The district will capture data based on the approved Local Designation System
2026-2027	October 17, 2026	The district will submit local designation system teacher data to TTU and the designated teacher fee to REA (\$500 per designated teacher). Fees are held in escrow if the system is not approved.
	February 2027	The district will receive notification of Step 1 Data Submission Review. This includes whether they are able to designate submitted teachers.
	April 2027	The district will receive notification of allotment generated by teacher and campus, based on the TSDS Winter Class Roster data
	August 31, 2027	The district must spend all TIA funds generated for the previous school year and submit certification to TEA.
Ongoing Post-Approval	September 2027	The district will receive funds through FSP. In the first year, this will be through the settle-up process. Moving forward, it will be part of monthly FSP payments and based on prior year estimates.
	Annually, the district will submit data each October to designate new teachers and will receive a notification each April on the total generated allotment. Teacher year, the district will use all generated funds by August 31st.	

Eligibility for Compensation

Teachers with a TIA designation will generate funds if they meet the following criteria:

- Are employed by the district as a teacher (087 Role ID) at winter class roster
- At least 50% of their time is spent directly working with students
- Meet or will meet the creditable year of service requirement by the end of the school year
- Are fully certified and have an active certificate with SBEC

Frequency of Compensation

TIA Compensation is an annual allotment provided by the State of Texas and subject to availability of state funding allocations.

- TIA-designated teachers will receive TIA compensation annually on their June paycheck. It will be a lump sum payment. All subsequent years will follow the same protocol.
- All TIA related funds must be spent no later than August 31 of each award year.

TRS Retirement Impact of Compensation

TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Deduction Information

The TIA payout is subject to state and federal employer fees. The allotment will show on the employee's pay stub as "**TIA PAYMENT**". Personal employee taxes are then deducted in the amounts listed below.

Example of a TIA Allotment for an Exemplary Designated Teacher

TIA Gross Minus Employer Deductions	
\$13,030.00	Total Award from State
\$(1,303.00)	Minus 10% retained by the district to support TIA development.
\$(1,483.47)	Minus Federal and State employer fees = 12.65% (8.25% TRS, 2% TRS Public Education Employer Contribution, .75% TRS Care, .2% Workers Comp, 1.45% Medicare)
\$10,243.53	Total Gross awarded to the employee as "TIA Payment"

Employee Paystub Calculation

Employee Deductions	
\$10,243.53	TIA Payment- Gross payment to employee (prior to the following personal deductions)
\$ (845.09)	TRS 8.25%
\$ (148.53)	Medicare (1.45%)
\$ (66.58)	TRS Insurance (0.65%)
\$9,183.33	Taxable Wages
	Personal Federal Withholding Tax- the amount varies based on the employee's W-4 and taxable wage amount.

Teachers Leaving the District

If a designated teacher retires at the end of the school year, the district will pay out the full stipend upon retirement in June.

If a designated teacher leaves the district before the winter roster submission, the teacher will be ineligible to receive TIA funding from Sonora ISD because the district will not have received any funding; however, the designated teacher may be eligible for funding in their new district.

If a designated teacher leaves the district after the winter roster submission and before the end of the school year, Sonora ISD will withhold the full amount of the stipend. In this case, the stipend will be divided evenly among the other instructional-facing roles at the campus. These funds will be paid to them not later than August 31.

If an eligible teacher leaves the district at the end of the school year, the district will pay out the full stipend with their June paycheck.

Please note that Sonora ISD cannot recommend a teacher for a TIA designation if: a) the teacher leaves the district following the data capture year, or b) the teacher does not remain in an 087 teaching role the year following the data capture year (does not have to be the same eligible teaching assignment, but does have to be in an 087 teaching role.)

For more detailed guidance, please review the [TIA Exemplar Spending Program Guidance](#) and the [TIA Spending Guidance for District Business Offices](#).