



Texas Serenity Academy Charter Independent School District

Compensation Plan

The goal of the **Teacher Incentive Allotment** is to provide a realistic pathway to pay outstanding teachers six-figure salaries. As such, it will dramatically improve the recruitment and retention of highly effective teachers and keep them in the classroom at our most challenging campuses.

Teacher Eligibility

The teacher must have a valid SBEC certificate. Eligible types of the certificate include: Standard, Professional, Provisional. Eligible classes of certificates include: Classroom teacher (Chapter 233), Reading Specialist (Chapter 239), Legacy Master Teacher.

The teacher must be coded 087 (Teacher) per the Public Education Information Management System (PEIMS) description of codes for 90 days at 100% of the day (equivalent to four and one-half months or a full semester) or 180 days required at 50-99% of the day and compensated for that employment.

Designations are Recognized, Exemplary, and Master. Once earned, designations remain valid for a period of five years. They are determined by utilizing both teacher observation ratings and student performance data. The teacher observation component requires minimum average scores across domains 2 and 3 along with a minimum rating required for each dimension in domain 2 or 3.

Plan to Facilitate National Board Certification

National Board Certification is a voluntary advanced professional certification for PreK-12 educators that identifies teaching expertise through performance-based, peer-reviewed assessment. Teachers are certified based on standards set by the National Board for Professional Teaching Standards (NBPTS) National Board Certification provides teachers an opportunity to hone their practice, demonstrate professional knowledge, and reinforce their dedication to their students and their career. The certification process is designed to collect standards-based evidence of accomplished practice, and on average takes 1-3 years to complete. To become a Board-certified teacher, eligible candidates must demonstrate advanced knowledge, skills, and practice in their individual certificate area by completing four components: three portfolio entries and a computer-based assessment. Certification is available in 23 certificate areas spanning 16 disciplines from Pre-K through 12th grade. TSA is currently exploring sponsoring an annual cohort of individuals seeking National Board Certification.

State-wide Teacher Observation Performance Standards

Teachers in each of the three designated categories tend to have scores above these minimum averages. However, the overall holistic review may allow for scores that are nominally lower than these stated minimums in some cases.

Designation Level	Minimum Average Score Across Domain 2 and 3	Minimum Rating Required for each Dimension in Domain 2 and 3
Recognized	3.7	At least 3 (proficient) on all dimensions
Exemplary	3.9	At least 3 (proficient) on all dimensions
Master	4.5	At least 3 (proficient) on all dimensions

Student Growth Index Ranges Value-Added Performance Standards

Designation Level	Student Growth Index Ranges (<i>value-added model</i>)
Recognized	0.5 – 1.499
Exemplary	1.5 – 3.99
Master	4.0 or greater

District Approval Process

The Teacher Incentive Allotment is fully funded by the Texas Education Agency. District approval requires a two-step process. The district makes application to the Texas Education Agency. Upon initial application approval by TEA, the district then submits both teacher observation and student performance measures to Texas Tech University. Texas Tech officials examine the submission and verify that the evidence is valid and reliable. Final approval is granted by TEA and designations (Recognized, Exemplary, Master) are placed on teacher certificates. Districts are notified and receive funding for teacher awards.

Teacher Designation Award Amount Determinations

The funding available from the Teacher Incentive Allotment varies by designation. The exact amount of funding per teacher is determined by a formula that takes into account the level of socioeconomic need at the campus and whether the campus is rural.

Funding for a

- Recognized designation ranges from \$3-9K,
- Exemplary designation ranges from \$6-18K, and
- Master designations range from \$12-32K.

For any funds received by Texas Serenity Academy for a designated teacher under the Teacher Incentive Allotment (TIA), 90% percent will be paid to the designated teacher. Ten percent will be used for additional stipends for training and support of the system, expansion of the system, administrative expenses, professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable but no later than August 31 of that funding year.

All funding will be expended to meet statute by August 31st of each year, i.e. allotment dollars generated by 2021-2022 designations must be expended by August 31, 2022.

TIA Funding and Spending Timeline

TIA Funding and District Spending Timeline

Local

State

Districts without a local designation system employing a designated teacher in 2020-2021

FY 2021	FY 2022	FY 2023
April – Notification of final 2020-2021 designations and annual allotment funds based on 2020-2021 Winter class roster	September – Issue FSP payout of 2020-2021 designations including fee reimbursement	September – Issue settle-up for 2021-2022 designations
May – District confirms creditable year of service	September – Issue 2021-2022 monthly FSP payout based on 2020-2021 actual amounts	September – Issue 2022-2023 monthly FSP payout based on 2021-2022 actual amounts
May – TEA notifies teacher of their 2020-2021 allotment amount	April – Notification of final 2021-2022 designations and annual allotment funds based on 2021-2022 Winter class roster	
April – August – Districts expend scheduled TIA allotment funding and maintain annual local certification	April – August – Districts expend scheduled TIA allotment funding and maintain annual local certification	

