

Talent Management

Summer 2023



TIA Distribution of Funds for Designated Teachers

Congratulations to our Designated Teachers!

The following information will outline the four components of how the pay was determined.

There are two payroll burdens: an employer payroll burden and an employee payroll burden. The employer payroll burden percentage (13.3%) is taken from the employee's portion of the TIA allotment. The TRS, Medicare, Taxes, NTRS are all part of the employee payroll burden, which differs for each employee according to the deductions set up.

Example:

- \$15,860 is the allotment generated
- 70% is \$11,102
- Employer payroll burden reduced that to \$9321 (this is the number showing as the "gross" on the paystub)
- Employee payroll burden further reduces it to a net of \$7535

*All monetary amounts are hypothetical and do not reflect any individual's specific pay. The four components listed are consistently applied to the TIA designated teacher's payroll.

I still have questions about TIA. Where can I get help?

If you have questions regarding the TIA designation process or would like additional support, please contact your campus TIA Teacher Ambassador or the Office of Teacher & Principal Efficacy at tia@fwisd.org.