

Midway Independent School District

Action: Consent Agenda:
Presentation: Information: X
Supporting Documents: X Date for Consideration:



Subject: Teacher Incentive Allotment Update

MISD Board of Trustees: October 21, 2025

Agenda Item – 7B

Background Information

The Teacher Incentive Allotment was an optional part of the 2019 House Bill 3, designed to provide a pathway for effective educators to: Earn higher salaries, attract and keep effective educators, and provide incentives to teach on campuses with the highest needs. Midway began working toward a local designation system in September 2021. Today, we are a fully approved TIA District and have submitted our third year of TIA-designated teachers to the state as of October 8, 2025. We will receive final designation and allotment verifications in April of 2026.

The supporting document details the growth in our district's numbers from the 2022-2023 school year to date, as well as the increasing number of eligible teacher groups. This year, Midway will have 203 designated teachers, as well as teachers who qualify for the National Board and will benefit from the Teacher Incentive Allotment.

Fiscal implications

- \$66,000 in fees for Designations submitted by November 2025 (already budgeted).
- \$1,846,829 payout in May 2026 to teachers before the end of the school year, based on their level of designation.
- All funds will be reimbursed by the state in the September FSP settle up.

Administration Recommendation

Contact Person

Dr. Becky Odajima