

DEVINE INDEPENDENT SCHOOL DISTRICT

Devine High School

2025–2026 Teacher Incentive Allotment (TIA) Compensation Distribution Plan

Board Submission Draft #2

Objective

To establish an equitable and transparent method for distributing Teacher Incentive Allotment (TIA) funds among district and campus personnel, recognizing the varying levels of responsibility, contribution, and oversight required to implement and sustain the TIA system.

TIA Statutory Spending Requirements

Districts must spend 90% or more of the allotment on teacher compensation on the campus where the designated teacher works. ***Up to 10% of the allotment may be used by the district to support the local designation system or to support teachers in earning designations.***

For the purpose of compensation, a teacher is defined as student-facing instructional staff. This may include instructional aides and paraprofessionals, classroom inclusion support teachers, and other staff members who primarily work directly with students in an instructional setting. Districts are notified of their annual allotment in late April and must spend all funds by August 31 of the same calendar year. Spending requirements and timelines do not apply to fees reimbursed through TIA.

90% Allocation (Teacher Compensation)

Designated Teacher Payout Summary

Scenario	Timing	Payout Eligibility	Payment Timing	Notes
Retirement (End of Year)	Completes school year	Eligible for prior year + current year allotment	May of retirement year	Includes final year earnings
Contract Completion / Voluntary Departure	After contract ends	Eligible for prior year + final year allotment	May of departure year	Standard payout
Resignation/Retirement Before End of Year	Before school year ends	Not eligible	N/A	Unless qualifying life event approved
Late Resignation (After Deadline)	After 50-day notice deadline	Not eligible	N/A	Considered contract violation
Post–Winter Roster Departure	After Class Roster Winter Submission	Not eligible (forfeited)	N/A	Funds redistributed to eligible teachers

Post–Winter Roster Redistribution Plan

For designated teachers who leave the district after the Class Roster Winter Submission in October, (i.e., teachers who generated an allotment but are no longer employed by the district):

Situation	Action Taken	Compliance Requirement
Teacher generated allotment but departs	Funds retained by district	Must remain on same campus
Redistribution of funds	Paid to returning teachers (087)	Same department prioritized
All redistributed funds	Applied to teacher compensation	Must meet 90% rule by August 31

***Note: All compensation from the TIA allotment is automatically TRS eligible. TRS has limits (10% or \$10,000 increase per year) on eligible salary increases in the last 3-5 years prior to retirement. More information on this can be obtained by contacting your TRS Benefit Counselor.)**

10% Allocation (Program Support & Implementation)

Included Roles & Uses

- TIA Compliance and Testing Officer
 - District TIA Portfolio Lead
 - TIA Professional Development, Testing, and Data Management Systems
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Distribution Principles

Leadership Accountability

The TIA Compliance and Testing Officer (District TIA Lead) ensures districtwide compliance, data integrity, and alignment with TEA requirements.

Documentation & Portfolio Integrity

The District TIA Portfolio Lead oversees submission processes and ensures accuracy of all required documentation.

Program Sustainability & Capacity Building

Professional development, testing systems, and data management tools support long-term success, accuracy, and scalability of the TIA program.

Percentage Distribution

Category	% Allocation	Max	Total Allocation
TIA District Lead/Testing Officer	50%	\$8,000	50%
District TIA Portfolio Lead	10%	\$1,500	10%
TIA Professional Development, Testing & Data Systems	40%		40%
Total			100%

Rationale

Leadership Oversight (50%)

Ensures compliance, oversees implementation, and maintains alignment with TEA standards.

Portfolio Management (10%)

Ensures accurate submission of all required TIA portfolio components and supports campuses.

Program Support & Sustainability (40%)

Supports:

- Professional development for teachers and administrators
- Assessment and testing systems
- Data tracking and reporting tools
- Compliance monitoring systems

Approval Signatures

Name / Title	Signature	Date
Superintendent	_____	_____
District TIA Lead	_____	_____
Chief Financial Officer	_____	_____
Board President	_____	_____