

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 20, 2026

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 retain effective educators, and incentivize teaching on the highest-need campuses. Midway began working toward a local designation system in September 2021. Today, we are a fully approved TIA District and, as of October 20, 2026, have submitted our fourth year of TIA-designated teachers to the state. We will receive final designation and allotment verifications in April of 2027.

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 over 300 teachers designated through the Local TIA Plan, plus additional teachers who qualify for National Board Designation and will benefit from the Teacher Incentive Allotment.

Fiscal implications

- \$101,000 in fees for Designations submitted by November 2026 (already budgeted).
- \$3,500,000 payout in May 2027 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 settlement.

Administration Recommendation

Contact Person

Dr. Becky Odajima