



DUNCANVILLE ISD

Writing success stories, one student at a time.

Regular Board Meeting

March 23, 2026

AGENDA SECTION: Action Agenda

SUBJECT: Consideration and action on the Teacher Incentive Allotment Spending Plan

BOARD POLICY: DEAA (Legal and Local), DEA (Legal and Local)

STRATEGIC GOAL(S): Personnel and Professional Development

FISCAL NOTE: Local Funds (reimbursed by the state)

PREPARED/PRESENTED BY: Pamela Brown, Chief Human Resources Officer

Background Information

The Teacher Incentive Allotment (TIA) was established to support the recruitment, retention, and recognition of high-performing teachers. Duncanville ISD submitted its TIA data in October 2025 for the 2024–2025 school year and received full approval in February 2026.

While a portion of the TIA spending plan was previously approved as part of the district’s compensation plan, full approval of the Teacher Incentive Allotment Designations now requires Board consideration of the comprehensive TIA Spending Plan. The plan being presented includes all required components, along with updates and revisions to the version previously shared with the Board.

Recommendation

The administration recommends the Board approve the submitted plan as presented.

Communication Deployment

- Board Meeting minutes
- District Website

Suggested Motion

I move that we approve the Teacher Incentive Allotment Spending Plan.

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Respectfully submitted,

Dr. T. Lamar Goree
Superintendent