



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 5/20/2025

Item	<u>Recommend approval to revise page 41 of the 2024-2025</u>	<u>X</u>	Action
Title:	<u>Employee Compensation Plan, Teacher Incentive Allotment (Non-</u>	<u></u>	Information
	<u>Designated Teacher Percentage Adjustment).</u>	<u></u>	Discussion

BACKGROUND:

- The original plan allocated 10% of a campus's TIA funds to be equally distributed among non-designated teachers at the same campus as a designated teacher.
- In some cases, especially on campuses with a large number of designated teachers, this structure unintentionally led to non-designated teachers receiving more money than Recognized/Exemplary/Master-designated teachers, which contradicts the intent of the TIA program.

Proposed Added Language to the BISD Compensation Plan:

- Page 41 – “The percentage set aside for non-designated teachers will be adjusted, as needed, to ensure the non-designated teacher payout is at least \$3,000 less than what a Recognized teacher earns at the same campus. The remaining percentage of funds will stay with the designated teacher.”

FISCAL IMPLICATIONS:

Fund 167 – TIA Allotment Budget

RECOMMENDATION:

Recommend approval to revise page 41 of the 2024-2025 Employee Compensation Plan, Teacher Incentive Allotment (Non-Designated Teacher Percentage Adjustment).


Submitted by: Principal/Program Director
E. Camarillo (TIA Coordinator) / M. Franco (HR Director)

Approved for Submission to Board of Education:

Recommended by: Asst. Supt./Exec. Dir.


Dr. Jesus H. Chavez, Superintendent


Approved by: Dr. Linda Gallegos, Chief HR Officer

When Necessary, Additional Background May Follow This.

Brownsville Independent School District

Cohort D Teacher Incentive Allotment (TIA) Designated Stipends

Cohort D participating campuses, following TEA HB3 guidelines and approved TIA spending plan, will compensate identified designated teachers with 80% of the available allotment* calculated based on:

1. The level of socio-economic need at the identified school where the teacher works
2. Level of designation, based on TEA's annual calculation:
 - Recognized TIA Designation Tier 1 / National Board Certification – 80% of funds* between \$3,000 - \$9,000
 - Exemplary TIA Designation Tier 2 – 80% of funds* between \$6,000 - \$18,000
 - Master TIA Designation Tier 3 – 80% of funds* between \$12,000 - \$32,000
3. Non-designated teachers assigned to the Designated Teacher's campuses will be eligible for a portion of 10% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort D spending plan for campus teachers: 10% of each teacher's generated allotment will be shared among the non-designated teachers on the same campus as the designated teacher.

NOTE: The percentage set aside for non-designated teachers will be adjusted, as needed, to ensure the non-designated teacher payout is at least \$3,000 less than what a Recognized teacher earns at the same campus. The remaining percentage of funds will stay with the designated teacher.

NOTE: TEA allocates 10% of each designated teacher's funds to be reinvested for personnel, data platforms, and professional development support in the areas of Student Learning Objectives (SLOs), T-TESS Rubric Training, and other necessary supports to build teacher capacity.

General Stipend	
Elementary, Middle School and High School	Stipend
SLO Lead Teacher	\$750 per semester (up to \$1,500)

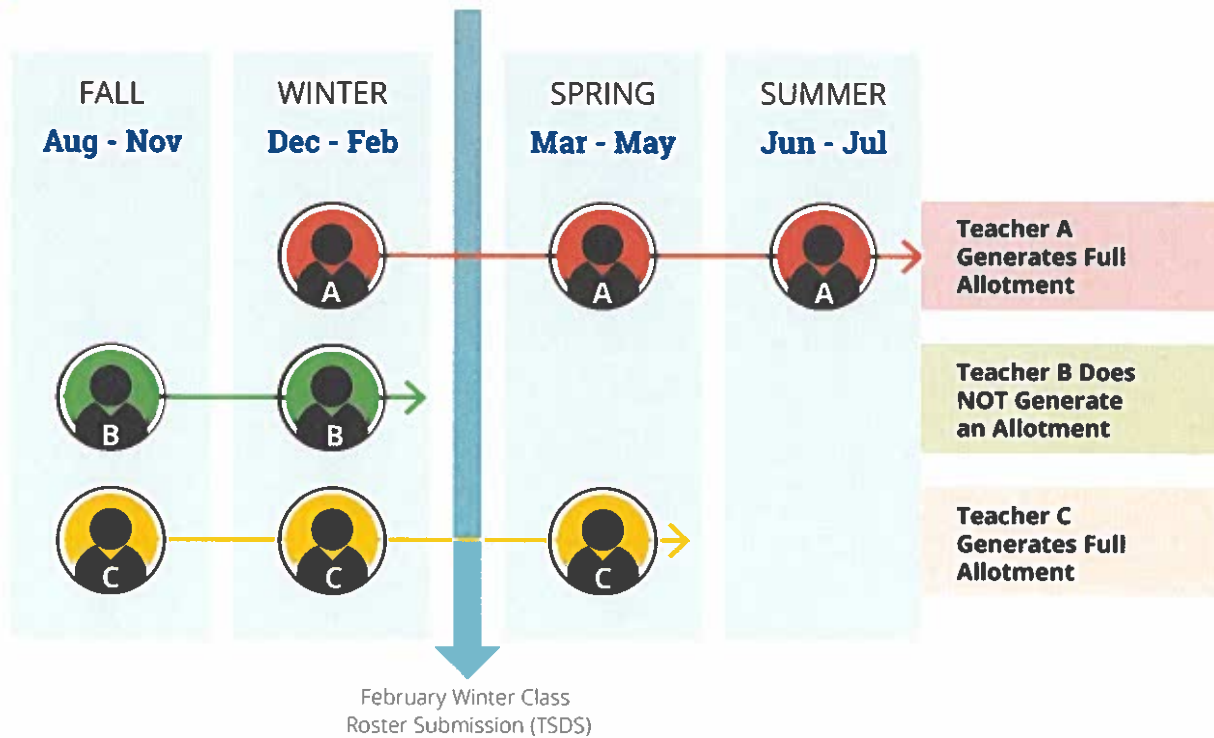


2024-25 TIA Guidebook

Version 3.1 | September 2024



How Teacher Resignations Affect Funding



Formalizing the Spending Plan

Once a district has narrowed down spending plan options, the TIA Lead(s) may work with the district business office to examine the feasibility of each option and consult with impacted departments. Teacher spending plans often require additional support from the district chief financial officer (CFO), payroll department, or human resources. Prior to completing the System Application, the district must finalize decisions on the timing, amount, and mode of compensation, and ensure district departments have the capacity to implement the spending plan. Once the district's System Application is accepted, the district may amend their local compensation plan and/or budget through their normal local procedures.

RE: Spending Plan Modication

From TIA <TIA@tea.texas.gov>

Date Wed 3/12/2025 8:23 AM

To Emiliano Camarillo <ecamarillo@bisd.us>; TIA <TIA@tea.texas.gov>

CAUTION: This email originated from outside of Brownsville ISD. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Emiliano,

Hope you are doing well also. Yes, your district can make an immediate change to your spending plan if needed. However, it is rare that districts choose to utilize this option for the current school year due to communication implications of notifying teachers and other stakeholders on a short turnaround.

If you still want to make a spending plan modification to take immediate effect for the 2024-2025 school year, please complete the Spending tab only of the [TIA System Application](#) and email it back to the TIA Team for review of the proposed changes. You may disregard the year as we have shifted to the online portal. Once received, we will notify you if the changes are approved and update your original TIA application.

As a side note, these changes will also need to be reflected in your district's Annual Program Submission this August.

Best,
TIA Team

From: Emiliano Camarillo <ecamarillo@bisd.us>

Sent: Friday, March 7, 2025 4:04 PM

To: TIA <TIA@tea.texas.gov>

Subject: Spending Plan Modication

Hi,

Hope you all are doing well!

I know that I can submit a spending modification request for your consideration by April 15 to take effect during the 2025-2026 School Year.

QUESTION: My CFO asked if it was possible to submit a spending plan modification request that can take effect immediately this school year (2024-2025 SY).

Thanks,

Emiliano C. Camarillo

Brownsville Independent School District

Human Resources

Teacher Incentive Allotment Coordinator

956-698-1258

1900 E. Price Road

Brownsville, TX 78521

[BISD TIA Website](#)



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Staff Attorney Office