



Discussion Item

Date: August 4, 2025

Division: Human Resources

Subject: Teacher Incentive Allotment Presentation (TIA)

Background Information:

- The Teacher Incentive Allotment, TIA, was created in 2019 via Texas House Bill 3. Building on the success of TIA and other recommendations, HB 2 was passed by the 89th Legislature and signed into law by Governor Abbott on June 4, 2025.
- TIA is a program designed by the state with the goal of providing outstanding teachers an accessible pathway to a six-figure salary.
- Reports from Districts utilizing TIA shared that TIA incentivizing work in underserved and rural schools, enhances teacher morale and recognition, promotes data-driven evaluations and growth as well as strengthens student outcomes in high poverty schools.
- Reported challenges of the TIA system include inconsistent evaluator training and data collection, teacher skepticism and limited buy-in, disparities in implementation across districts, and resource constraints in smaller or rural districts

Administrative Consideration:

- Consider next steps for the District to pursue in regard to the Teacher Incentive Allotment.