
DEVINE INDEPENDENT SCHOOL DISTRICT

Devine High School

Teacher Incentive Allotment (TIA) Compensation Distribution Plan

Board Submission Draft – 2025

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.

<https://tiatexas.org/for-districts/components-of-a-system/teacher-compensation-plan/>

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.

Included Roles

- TIA Compliance and Testing Officer (District TIA Lead)
 - District TIA Portfolio Lead
 - Campus Testing Coordinator
 - Campus Evaluators
 - Instructional Specialist
 - Chief Financial Officer (CFO)
 - District PEIMS Coordinator
 - Payroll Specialist
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Distribution Principles

1. **Leadership Accountability:**
The **TIA Compliance and Testing Officer (District TIA Lead)** is responsible for districtwide TIA compliance, data integrity, and alignment with TEA standards—warranting the highest allocation.
2. **Documentation and Evaluation Integrity:**
The **District TIA Portfolio Lead, Campus Testing Coordinator, and Campus Evaluators** oversee documentation, testing, and evaluation systems essential to TIA success.
3. **Support and Oversight Functions:**
The **Instructional Specialist, CFO, District Testing Coordinator, and Payroll Specialist** ensure fiscal accuracy, instructional alignment, and operational efficiency in maintaining program compliance.

Recommended Percentage Distribution

<u>Position</u>	<u>Number of Roles</u>	<u>Percentage Allocation (Per Role)</u>	<u>Total Allocation</u>
TIA District Lead	1	25%	25%
District TIA Portfolio Lead	1	10%	10%
Campus Testing Coordinator	1	15%	15%
Campus Evaluators	3	10% each	30% total
Instructional Specialist	1	5%	5%
Chief Financial Officer (CFO)	1	5%	5%
District PEIMS Coordinator	1	5%	5%
Payroll Specialist	1	5%	5%
Total	10	100%	100%

Rationale

- **Leadership Oversight (25%)** – The TIA District Lead ensures districtwide compliance, data accuracy, and TEA alignment.
 - **Documentation & Evaluation (55%)** – The District Portfolio Lead, Campus Testing Coordinator, and Campus Evaluators perform vital functions in managing documentation, assessments, and teacher performance evaluations.
 - **Support & Oversight (20%)** – The Instructional Specialist, CFO, District PEIMS Coordinator, and Payroll Specialist provide the fiscal, instructional, and procedural infrastructure necessary for program sustainability.
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Approval Signatures

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