

# Teacher Incentive Allotment

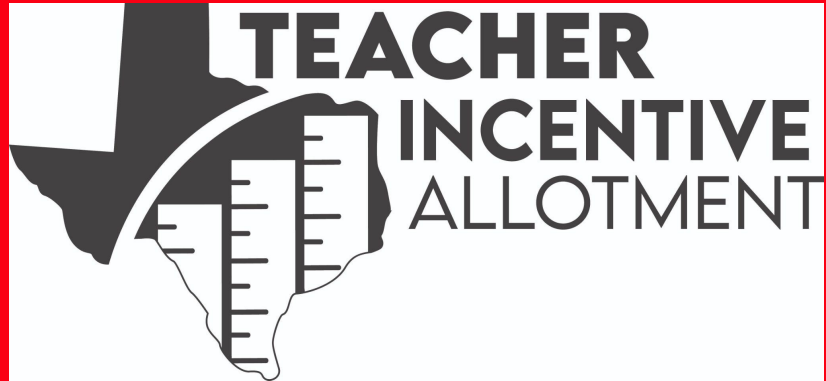
**BELTON ISD BOARD OF TRUSTEES**  
REGULAR BOARD MEETING  
April 21, 2025



# Purpose

Engage in discussion about the Belton ISD Teacher Incentive Allotment Plan (TIA) and system supports.





# What is TIA?

Rewarding Teacher Excellence in Texas by attracting and retaining top teachers with an accessible pathway to a six-figure salary. Texas Education Code (TEC), §21.3521 (Local Optional Teacher Designation System) and §48.112 (Teacher Incentive Allotment)

-TEA Commissioner



Teacher Incentive Allotment is a resource that honors teacher excellence which we can use to attract and retain high-quality teachers to ensure exceptional learning experiences for each and every student.

# Components of TIA

**Eligible Teacher  
Designations**

**Determination  
Criteria**

**Spending Plan**



# TIA Design Stakeholders

1

DWEIC input and feedback

2

Campus and district leadership input and feedback

3

Design Team includes 19 teachers across all campuses representing K-12

4

Design Team includes 5 principals representing all levels

5

Design Team includes 2 instructional coaches

# TIA Eligible Teacher Designations - Phase 1

- Kindergarten - 5th grade Reading and Math, including Dual Language
- 6th - 8th grade Reading and Math, including Modified
- Algebra I, including Modified
- English I and English II, including Modified

# Designation Determination Criteria

Teacher  
Observation  
TTESS



Student  
Growth  
STAR  
Renaissance



# SPENDING PLAN



**\$3K-\$9K**

Recognized designations  
represent the top 33% of  
Texas teachers



**\$6K-\$18K**

Exemplary designations  
represent the top 20% of  
Texas teachers



**\$12K-\$32K**

Master designations  
represent the top 5% of  
Texas teachers

# SPENDING PLAN | TEACHER INCENTIVE ALLOTMENT



90% must be spent on teacher compensation at the campus where the teacher earns the designation.

No more than 10% may be reserved for district spending (professional learning, assessments, TIA implementation).

# SPENDING PLAN | TEACHER INCENTIVE ALLOTMENT

11



100% will be issued to the designated teacher.

From this 100%, all benefits including district and employee paid will be deducted.



# Big Work



**Communication plan** to stakeholders



**Build support systems for implementation** for professional learning plan, PEIMS/HR staff identification protocols, strengthened testing structures

# Questions

