

# Terrell Independent School District

## Executive Summary Report

Date	District Objective	
February 2, 2026	<p><b>Goal 2:</b> School Culture: Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student.</p> <p><b>Goal 4:</b> Organizational Efficiency: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.</p> <p><b>Goal 5:</b> Community Engagement and Outreach: Elevate district pride by strengthening partnerships with families, community, and the business community</p>	

### **Agenda Item:** Employee Compensation

#### **Summary:**

To support districts in building, expanding, and sustaining strategic compensation systems that are able to differentiate teacher effectiveness in all content and grade areas. The Teacher Incentive Allotment (TIA) systems, when implemented well, will incentivize teachers to stay, support more robust recruitment, and make the profession more desirable.

This presentation is for information only and to provide The Board of Trustees with an overview of the Teacher Incentive Allotment (TIA) compensation system and framework.

#### **Attachments:**

N/A

#### **Administrative Recommendation:**

N/A Information Only

#### **Budget/Funding**

N/A