

## **Brownwood ISD School Board Report Teacher Incentive Program Update March 2025**

Brownwood ISD continues to make strong progress in the implementation of our Teacher Incentive Program under the Teacher Incentive Allotment (TIA). We are pleased to share that the Texas Education Agency (TEA) notified us on February 4, 2025, that our 2024-2025 teacher designations based on 2023-2024 teacher effective data have been officially approved. This marks our second consecutive year of designation approval through this program.

Currently, we have 48 active teachers on our designation list, including:

- 46 teachers designated through our locally developed system
- 2 teachers who joined Brownwood ISD already holding designations earned in their previous districts

Over the two years of program approval, Brownwood ISD has designated a total of 56 teachers, with 33 teachers designated in year one and 23 teachers designated in year two. Due to retirements and staff transitions, some of those teachers are no longer with the district, resulting in our current count of 48 active designated teachers.

Financially, our first year in the program yielded a Teacher Incentive Allotment of \$309,284.00. For this year, we anticipate an allotment of at least \$500,000, with the final allotment amount to be confirmed in early May.

As a reminder, our spending plan outlines that designated teachers receive their full allotment as a lump sum payment each August. Since TIA operates as a reimbursement program, the district must pay out all funds to teachers by August 31 each year, after which we receive reimbursement through a separate line item in our Foundation School Program (FSP) payments.

Finally, we continue to engage district stakeholders in the Teacher Incentive Allotment process through ongoing stakeholder meetings held throughout the year. This ensures that teacher voice and input remain central to our program's development and implementation.

We appreciate the continued support of the Board and our stakeholders as we work to recognize and reward teacher excellence in Brownwood ISD.