

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: TIA Spending Plan
Date: April 28, 2025
Administrator Responsible/Position: David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

A. Purpose of Agenda Item:

☐ Information Only ☒ Action Needed ☐ Receive Input

B. Authority for This Action:

☒ Local Policy ☒ Law or Rule ☐ N/A

C. Priority, Goal, or Need Addressed:

☒ Strategic Plan ☐ District/Campus Improvement Plan ☐ Other

Priorities

- ☒ **Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- ☒ **Priority 2:** Maximizing Academic Performance.
- ☐ **Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- ☐ **Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- ☐ **Priority 5:** Obtaining and Maintaining Top Rated District Recognition

Board Goals for 2023-2028

- ☐ **Goal 1*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- ☐ **Goal 2*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028.
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- ☐ **Goal 3*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

D. Summary: Approval of the Teacher Incentive Allotment (TIA) Spending Plan

Background Information: The TIA is a state-funded system that provides additional compensation to outstanding teachers who are identified based on their performance appraisal and their students' academic growth. See <https://tiatexas.org/> for detailed information about the program.

Navarro ISD is currently in the second year of implementation of the Teacher Incentive Allotment (TIA).

- 2023-2024 was the Application Year.
- 2024-2025 is the System Implementation and Data Capture Year.
- 2025-2026 will be the Data Submission & Validation Year with designations and allotments awarded in Spring 2026.

Once teachers have a TIA designation, it is valid for five years and follows them if they move to

a new district. This year we have two TIA-designated teachers who came from other districts who are eligible to receive a TIA stipend this year.

Before a district can pay out any TIA stipends, TEA requires that the school board approve a goal-oriented spending plan developed through engagement with district- and campus-level stakeholders. See

<https://tiatexas.org/for-districts/components-of-a-system/teacher-compensation-plan/> for a detailed description of the statutory spending requirements, which include:

- Districts must spend 90% or more of the allotment on teacher compensation.
- Up to 10% may be used to support the local designation system or to support teachers in earning the designations.
- Districts must spend all allocated funds by August 31 each year.

The allotment in 2025 will be only for the two teachers currently designated and must be spent by August 31, 2025. Teachers who are designated based on this year's data will generate an allotment for 2026 that must be spent by August 31, 2026.

The stipend amounts vary by campus and change each year, but as an example, the stipend amounts for Navarro Junior High in 2023-24 would have been \$5,578 for a "recognized" teacher, \$11,156 for an "exemplary" teacher, and \$20,593 for a "master" teacher.

The proposed spending plan was developed by the Navarro ISD Planning Committee during the 2023-2024 school year, with stakeholder engagement through four after-school meetings with district employees and an interest and feedback survey to ensure broader participation and to capture more voices in the process. The business office also reviewed the information, as they play a key role in ensuring the plan's financial feasibility and compliance.

E. Comments Received:

☒ LT ☐ DEIC ☒ Other - Education Service Center Region 15 Rural Cohort

All agenda items are reviewed by the Superintendent's Leadership Team.

F. Administrative Recommendation: To approve the TIA Spending Plan

G. Fiscal Impact and Cost: None **Amount:** N/A

☐ Budget

☐ Grant/Special
Funds

☐ Other

☐ Bond

H. Exhibits: Navarro ISD TIA Spending Plan
TIA Overview Slide Presentation

I. Action: I move that the Board approve the Navarro ISD Teacher Incentive Allotment Spending Plan.

Motion by: _____ second by: _____

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
ABSTAINED: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED / DENIED / POSTPONED