

Belton Independent School District
Board of Trustee Meeting Agenda Item

November 17, 2025

Item: Consider, Discuss and Take Appropriate Action Regarding the Teacher Incentive Allotment Spending Plan

Contact Person: Melissa Lafferty

Presented for: ☒ Action ☐ Report Only

Supporting Documents: ☐ None ☒ Attached ☐ Provided Later

District Goal or Objective Addressed:

Goal 5: Maximize our use of resources for both current priorities and plans for the future.

Background Information:

The Teacher Incentive Allotment (TIA) program was established by the Texas Legislature to recognize and reward highly effective teachers using a tiered designation level system (Acknowledged, Recognized, Exemplary, Master) that generates additional state funding. Districts are required to develop a spending plan for the use of these funds. The plan must be approved by the Board of Trustees.

By law, at least 90% of the TIA funds generated must be spent on teacher compensation (salary, benefits or stipends) at the campus where the teacher earned the designation. The District can use the remaining 10% for assessments, professional learning to increase teacher designations and support costs to administer the TIA plan.

The proposed plan allocates 90% of funds to teacher compensation, while the remaining 10% will be reserved by the District to cover administrative costs to support the program.

Fiscal Implications:

Teacher Incentive Allotment funds are calculated by the Texas Education Agency each year and allotted to the general fund through State funding.

Administrative Recommendation(s):

Approve the proposed Teacher Incentive Allotment Spending Plan model allocating 90% to teacher compensation and 10% to the District to cover administrative costs to support the program.