
Action: Teacher Incentive Allotment Spending Plan

BELTON ISD BOARD OF TRUSTEES
REGULAR BOARD MEETING
NOVEMBER 17, 2025



Purpose

Discuss and seek approval of the Belton ISD Teacher Incentive Allotment Spending Plan

Spending Plan Models

- **Model 1: 90% / 10%** - **recommended & most common plan**
90% compensation for eligible teacher
10% for district TIA costs
- **Model 2: 45% / 45% / 10%**
45% compensation for eligible teacher
45% compensation for the grade level team
10% for district TIA costs
- **Model 3: 30% / 60% / 10%**
30% compensation for eligible teacher
60% compensation for campus grade level support of other teachers and aides
10% for district TIA costs

90% Teacher Compensation

District-paid benefits for a teacher are considered compensation. It is included when calculating the 90% paid to an eligible teacher, and consequently reduces the overall allotment amount.

	Example 1: Teacher allotment is \$3,000	Example 2: Teacher allotment is \$6,000	Example 3: Teacher allotment is \$12,000
<i>10% district allotment reserve</i>	(\$300)	(\$600)	(\$1,200)
<i>Benefits paid by District (TRS Care, benefits, medicare, workman's comp - 12.59%)</i>	(\$301.98)	(\$603.96)	(\$1,207.93)
Gross Pay to Employee - TRS Eligible	\$2,398.02	\$4,796.04	\$9,592.07
<i>Employee deductions (TRS, TRS Care, Federal Tax*, Medicare - 30.53%) *tax amount dependent on individual</i>	(\$719.41)	(\$1,438.81)	(\$2,877.62)
Net Pay to Employee	\$1,678.61	\$3,357.22	\$6,714.45

10% District Costs

10% of allotment funds will be used for district costs associated with the implementation of the TIA plan

**Example based on 200 designated teachers*

Designation Level	Payout Averages	Average Amount of Designation Level	%	Estimated Qualifying Staff	Estimated Amount earned
Acknowledged	\$3,000 - \$9,000	\$6,000.00	50	34	\$204,000.00
Recognized	\$5,000 - \$15,000	\$10,000.00	33	26	\$260,000.00
Exemplary	\$9,000 - \$25,000	\$15,000.00	20	30	\$450,000.00
Master	\$12,000 - \$36,000	\$22,000.00	5	10	\$220,000.00
Total Amount Generated					\$1,134,000.00
10% District Reserve					\$113,400.00
<i>Allowable Reserve Costs</i>					
STAR Renaissance Tests					(\$109,648.00)
TIA Implementation Support					(\$15,000.00)
T-TESS Professional Learning					(\$10,000.00)

Payment Eligibility

- Teachers in the Winter PEIMS submission who do not complete the school year due to mandatory military reassignment will still receive compensation.
- If a teacher moves within the district from one campus to another, they will receive compensation from the campus generated funds at the time of Winter PEIMS submission (February).
- If a teacher leaves the District after the Winter PEIMS submission and before the end of the school year for reasons other than military, they will not receive compensation.
- Remaining funds will be distributed to the designated teachers at the campus that generated the funds, not to exceed \$5,000 per teacher.
- Any remaining funds will be used for hiring stipends.
- Teachers coming to BISD with a TIA designation will be paid in the same manner as existing BISD teachers.

Teacher Payout

Teacher Incentive Allotments will be paid as follows:

- TEA calculates & notifies district the allotment amounts in April 2027
(Teacher allotments change year to year due to campus demographics)
- Retiring TIA designated teachers will receive their compensation in May 2027
- TIA designated teachers will receive their compensation in June 2027

Discussion

