



# Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 01/13/2026

Item	<u>Recommend approval to submit the BISD TIA Renewal Application</u>	<u>X</u>	<b>Action</b>
Title:	<u>with adjusted spending plan and pay the TIA reimbursable</u>	<u>    </u>	<b>Information</b>
	<u>renewal fee of \$10,000.00 to the Texas Education Agency.</u>	<u>    </u>	<b>Discussion</b>

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## **BACKGROUND:**

The Teacher Incentive Allotment offers five-year system approvals for local designation systems. Districts whose initial TIA application was submitted in April 2021 and accepted by August 2021 must submit a renewal application on or before April 15, 2026.

This timeline ensure continuity with the data submission and system approval timelines and allow districts to continually designate teachers. Districts that do not submit a renewal application on their required renewal timeline will have an expired TIA system and will no longer be able to designate teachers.

The renewal process is a streamlined opportunity for districts to (1) meet current statutory requirements, (2) holistically review the existing system to identify strengths and areas for continuous improvement, and (3) expand or modify their local designation system to include additional eligible teaching assignments.

## **FISCAL IMPLICATIONS:**

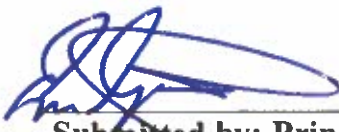
Fund 167 - Teacher Incentive Allotment  
\$10,000.00

## **RECOMMENDATION:**

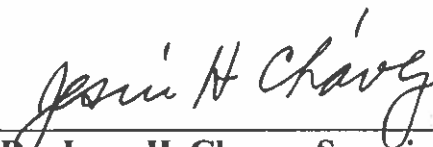
Recommend approval to submit the BISD TIA Renewal Application with adjusted spending plan and pay the TIA reimbursable renewal fee of \$10,000.00 to the Texas Education Agency.

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Approved for Submission to Board of Education:

  
Maricela Franco  
Submitted by: Principal/Program Director  
E. Camarillo (TIA Coordinator) / M. Franco (HR Director)

Recommended by: Asst. Supt./Exec. Dir.

  
Dr. Jesus H. Chavez, Superintendent

  
Approved by: Dr. Linda Gallegos, Chief HR Officer

When Necessary, Additional Background May Follow This.



# 2026 TIA Renewal Guidance

## OVERVIEW

The Teacher Incentive Allotment (TIA) aims to support Texas school systems in building and sustaining strategic compensation systems that reward, retain and recruit highly effective teachers. TIA offers five-year system approvals for local designation systems. Districts whose initial TIA application was submitted in April 2021 and accepted by August 2021 must submit a renewal application on or before April 15, 2026. This timeline will ensure continuity with the data submission and system approval timelines and allow districts to continually designate teachers. Districts that do not submit a renewal application on their required renewal timeline will have an expired TIA system and will no longer be able to designate teachers.

The renewal process is a streamlined opportunity for districts to (1) meet current statutory requirements, (2) holistically review the existing system to identify strengths and areas for continuous improvement, and (3) expand or modify their local designation system to include additional eligible teaching assignments. Renewal applications will be reviewed by August 2026. Districts with accepted applications then will engage in a Renewal Data Capture Year in the 2026-2027 school year. Renewed full system approvals will be communicated in February 2028. Designations awarded under the renewed system will be awarded in April 2028.

## 2026 RENEWAL APPLICATION & FEE STRUCTURE

The 2026 TIA Renewal Application will launch in December 2025. Districts are encouraged to attend the [Application Launch TIA System Renewal and Continuous Improvement Training session on December 3, 2025 from 10-11 a.m.](#)

This training will introduce new and updated components from the district's most recent application(s) which reflect updated requirements since applications were first accepted. The 2026 Renewal Application will continue to require information on eligible teaching categories, local teacher observation systems, student growth measures, and spending plans.

The Renewal Application is subject to a reimbursable fee. The fee structure is defined by whether districts are identified as rural in the year prior to submitting a renewal application. If needed, districts may confirm rural status on [our TIA website](#).

- Rural designated districts: \$2,500 renewal application fee
- Non-rural designated districts: \$10,000 renewal application fee

All renewal fees for TIA Renewal Applications will be reimbursed through the Foundation School Program in September 2026, regardless of application acceptance or denial. Please note this is the same as the timeline for teacher designation fee reimbursement.



## FREQUENTLY ASKED QUESTIONS

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**What is the timeline for the local designation system renewal process starting in the 2025-2026 school year?**

Component	Anticipated Timeline
Renewal Application Posted and Training Session	December 3, 2025
Renewal Application and Fees Submission Deadline	April 15, 2026
Renewal Application Acceptances or Resubmission Feedback Sent	May 2026
Renewal Application Resubmission Deadline	June 30, 2026
Renewal Application Acceptances for Resubmissions Communicated	August 2026
Renewal Fees Reimbursed via FSP	September 2026
Renewal Implementation and Data Capture Year	2026-2027 School Year
Renewal Data Submission to Texas Tech University*	October 2027*
Renewed System Full Approvals (based on data validation) Communicated	February 2028

*Note: In October 2026, districts will submit data from their currently approved system which will not be based on the content of the proposed renewal application, but rather on the currently approved system implemented during the 2025-26 school year. Data submission based on the renewed system will occur in October 2027.*

**Does a district's plan to expand or modify the local designation system at the time of renewal require a separate and/or additional Expansion and Modification Application?**

No. The completion of the renewal application will supplant the need for a separate Expansion and Modification Application in the same year.

**Since our initial application, we have submitted an Expansion and Modification Application. Do we still need to apply for renewal in April 2026?**

Yes. All districts with an application accepted in 2021 must submit a Renewal Application to continue to operate an approved TIA system before system expiration date.

**Can districts with a system expiration date after 2025-26 submit an early Renewal Application in April 2026?** No. Renewal applications are only accepted in the final year of system approval. Districts will be notified directly when renewal applications are required each year.

**What happens if a district does not apply for renewal, or the Renewal Application is denied in 2026?**

The district's prior approved system application will expire in summer 2026, ending the final year of data collection. Districts can still submit data in fall 2026 and designate teachers through the 2026-27 school year based on 2025-26 data collected under the previously approved system. The district will not be eligible to submit data in fall 2027 or designate teachers beyond the 2026-27 school year.

# 2025-2026 BISD TIA RENEWAL

## APPLICATION YEAR

WE WILL HOST 5 TIA STAKEHOLDER MEETINGS TO REVIEW EACH COMPONENT OF THE BISD COHORT D APPLICATION.

EACH CAMPUS WILL HAVE ONE REPRESENTATIVE ON THE TIA STAKEHOLDER COMMITTEE TO GATHER INPUT FROM ALL TEACHERS ON THEIR CAMPUS AND CAST ONE VOTE IN THE DECISION-MAKING PROCESS.

MEETING #1 - SEPTEMBER 8, 2025 (OVERVIEW)  
MEETING #2 - OCTOBER 6, 2025 (TEACHER PERFORMANCE)  
MEETING #3 - NOVEMBER 3, 2025 (STUDENT GROWTH)  
MEETING #4 - DECEMBER 1, 2025 (SPENDING PLAN)  
MEETING #5 - JANUARY 12, 2026 (FINALIZE)

SUBMIT TO THE BISD BOARD FOR APPROVAL: FEBRUARY 2026

Submit the renewal application to the state: March 2026





# TIA System Application

## SPENDING

### PART A: DISTRIBUTION OF ALLOTMENT FUNDS

Percent of Allotment Going to  
Designated Teachers

90

Percent of Allotment Going to  
other teachers on the campus

0

Percent of Allotment being retained  
by the LEA, Max 10%

10

1. To confirm that your district's spending plan complies with statute, provide additional details outlining how the district will spend funds on other eligible staff and how the district will spend any portion of the allotment remaining at the district-level.

Please provide details around how the district plans to spend allotment funds going to non-designated teachers on the campus. Include eligible roles, how eligibility will be determined, and any other details

No response required

Please provide details around how specifically the district plans to spend the percentage of funds reserved at the district-level to support the local designation system. Include whether you plan to spend any on professional development.

Brownsville ISD will retain 10% of TIA allotment funds at the district level to support the long-term sustainability and continuous improvement of the local designation system. These funds are strategically invested in multiple areas that directly reinforce instructional excellence and equitable access to designations for all teachers. District-level funds are used to enhance systems infrastructure, including Eduphoria growth platforms, SLO and T-TESS systems, and PowerSchool data management, to ensure accurate and secure handling of designation data. Funds also support high-quality teacher development opportunities aligned to TEKS-based skill growth and ongoing student achievement priorities, as well as appraiser development through calibration training and coaching in partnership with Region One ESC. Additionally, the district invests in the SLO Lead Teacher network on every campus, which provides coaching, monitors BOE quality, and assists with checkpoint fidelity. A portion of the funding is dedicated to HR staffing and data management required for Class Roster Winter Submission, validation, and troubleshooting in support of implementation fidelity. Finally, BISD uses district-level funds to strengthen teacher recognition and retention efforts that celebrate educator excellence and reinforce continued growth. These investments ensure the sustainability of systems that maintain fairness, transparency, and continuous improvement, directly supporting the district's strategic goal of recruiting, retaining, and rewarding highly effective teachers.

2. The district understands that it must spend all allotment funds, including any portion retained at the district-level, by August 31 each year.

☒ Yes

☐ No

3. By what date will your district spend all TIA allotment funds? Please include details about the first year and subsequent years.

August 31 each year



## SPENDING

### PART B: GENERAL SPENDING PLAN AND BOARD APPROVAL

1. What is the rationale for the distribution of allotment funds, and how does this align with district goals?

Brownsville ISD's distribution of TIA allotment funds is intentionally designed to recruit, retain, and reward highly effective teachers in alignment with the updated BISD Five-Year Strategic Plan. By allocating 90% of the allotment directly to the designated teacher, the district ensures that compensation is strongly tied to demonstrated classroom effectiveness and student impact. This approach reinforces the district's commitment to elevating the profession, incentivizing excellence, and promoting long-term retention of top-performing educators in BISD classrooms. The remaining 10% is retained at the district level to sustain the systems required for accurate, equitable, and scalable designation opportunities for all teachers. This includes investments in calibration, professional learning, stakeholder communication, and data infrastructure — supports that directly contribute to improved teacher effectiveness and increased access to designations. This distribution model balances meaningfully differentiated compensation for designated teachers with strategic investment in system capacity, ensuring that BISD can continue to provide every teacher with a reliable pathway to earn a designation and positively impact student achievement.

2. How and when will teachers receive TIA compensation? (If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.)

Brownsville ISD distributes TIA compensation via ACH direct deposit to teachers who earn a designation. TIA compensation is issued as a one-time lump-sum supplemental wage paid annually in June, separate from the employee's regular salary. BISD does not split or redistribute funds among non-designated teachers on the campus. Each designated teacher receives 90% of the generated allotment, based on their designation level and amount.

The remaining 10% of the allotment is retained at the district level to support sustainability of the system, including calibration, professional development, and infrastructure that maintains equitable access to the designation system for all BISD teachers.

Brownsville ISD communicates the payment timeline, payout amounts, and designation status annually through districtwide guidance documents, principal briefings, and direct communication to ensure clarity and transparency for all educators.

3. The district understands that the school board must approve a budget that includes the expenditure of TIA funds prior to spending the allotment.

☒ Yes

☐ No

4. When (Month and Year) does the district expect the school board to approve a budget that includes the expenditure of TIA funds?

Note, this is not required to occur prior to application submission.?

The Brownsville ISD Board of Trustees is scheduled to approve the employee compensation plan for the upcoming school year and adopt the budget in June 2026, prior to the start of the 2026–2027 fiscal year in July.



# TIA System Application

## SPENDING

### PART C: MOVEMENT OF TEACHERS

1. The district understands that if a designated teacher leaves the district prior to Class Roster Winter Submission that they will not generate an allotment.

☒ Yes

☐ No

2. The district understands that the designated teacher's campus location at the time of Class Roster Winter Submission (February each year) determines the allotment amount generated and that allotment values vary based on campus rurality and socioeconomic need.

☒ Yes

☐ No

3. What is the district's plan for adjusting the distribution of funds if a designated teacher leaves the eligible campus/district after Class Roster Winter Submission? (Check one option from drop-down menu.) If the district is forwarding funds to some subgroups of teachers (such as retiring teachers) but not to other subgroups of teachers, (such as teachers whose contracts have been terminated), select "Other" and please describe the district's plan.

We will forward funds to all designated teachers who leave

No response required

4. How will the district spend the funds that would have gone to the TIA designated teacher who left the district after Class Roster Winter Submission (i.e., teachers who generated an allotment but whose funds the district is retaining?)

Note: 90% must be spent on teacher compensation on the campus where the designated teacher worked by August 31, annually.

No response required



# TIA System Application

## SPENDING

### PART D: NATIONAL BOARD AND DESIGNATED TEACHER NEW HIRES

1. Will compensation for Nationally Board Certified Teachers (NBCTs) follow the same spending plan as teachers who earned a designation through the district's local designation system?

☒ Yes

☐ No

No response required

2. Will compensation for newly hired teachers that were designated by another district follow the same spending plan as teachers who earned a designation through the district's local designation system?

☒ Yes

☐ No

No response required