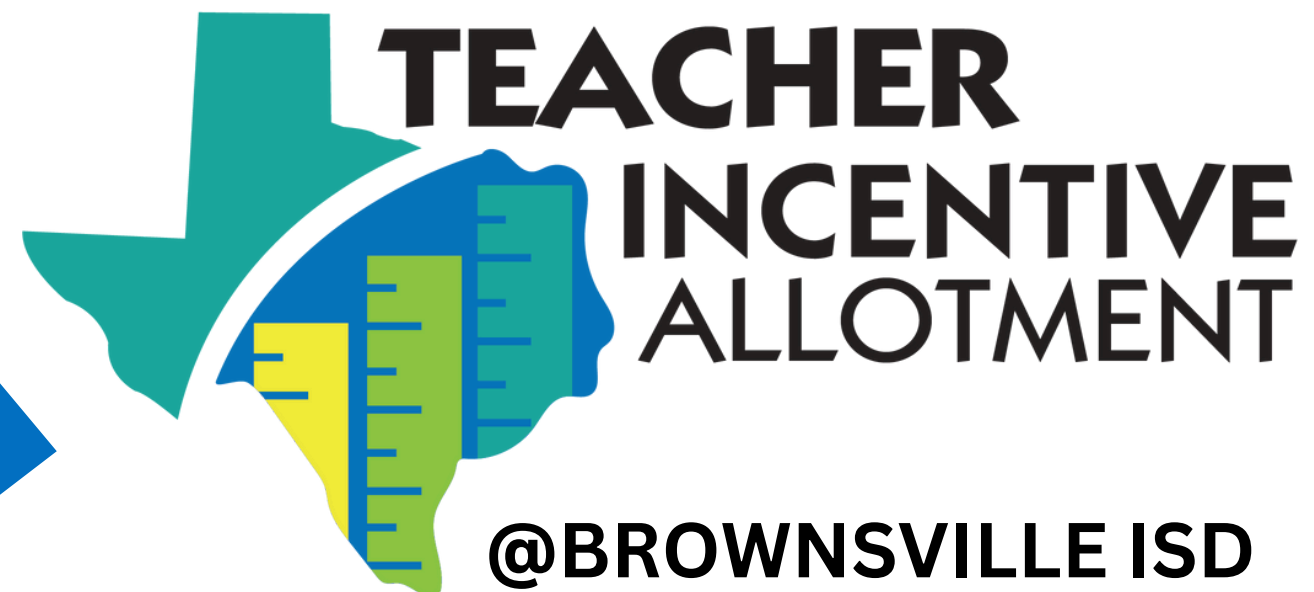


AN EARLY COLLEGE DISTRICT

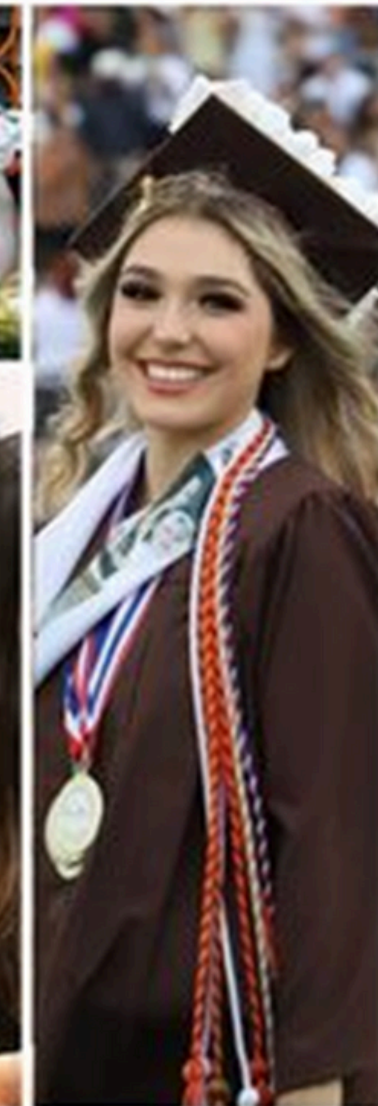
BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT



BROWNSVILLE ISD TEACHER INCENTIVE ALLOTMENT COHORT D

A PROUD TIA DISTRICT SINCE 2020...



TEACHER INCENTIVE ALLOTMENT

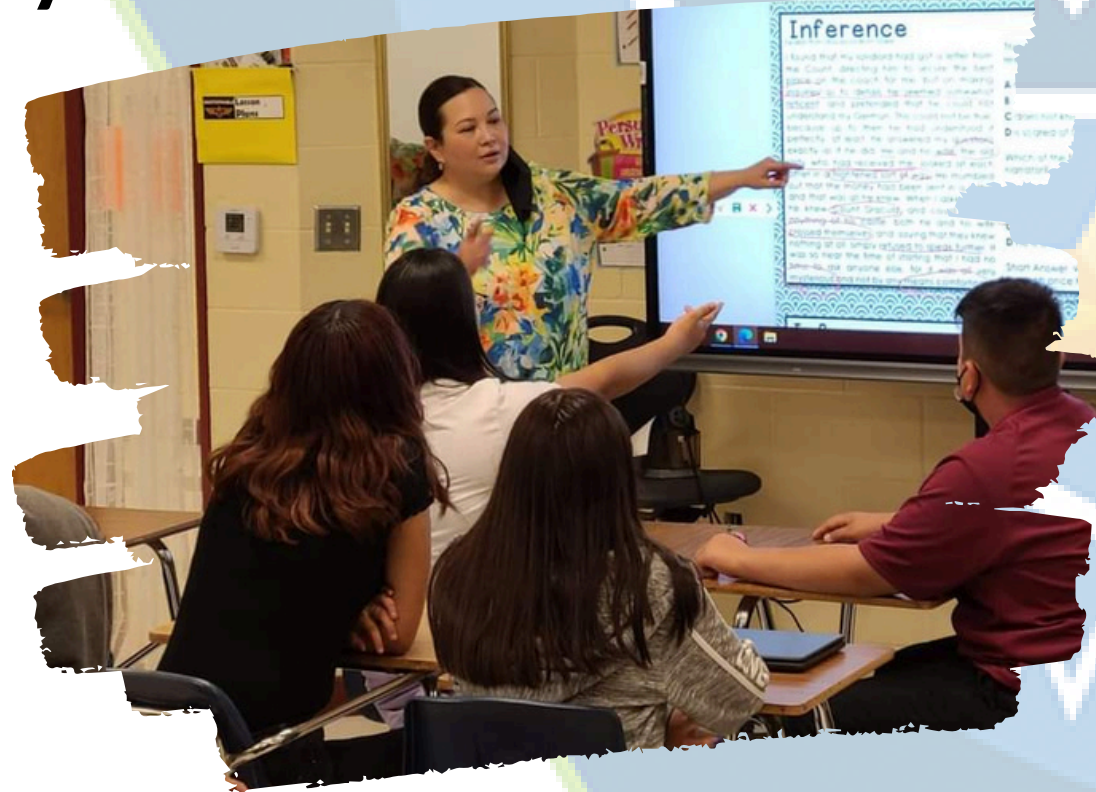
- Established by the 86th Texas Legislature under House Bill 3
- The goal is to provide a realistic way for teachers to earn a six-figure salary!
- Prioritizes Rural / High-Needs Campuses
- It is a three-tiered system in which a teacher can generate money at three different levels.
- There are two ways in which a teacher can earn a distinction:
National Board Certification - Recognized Level or
Local Designation System - BISD Cohort D.



BENEFITS: RECRUIT, RETAIN, REWARD

DESIGNATED TEACHERS

- Designations last 5 years and follows the teacher anywhere in Texas. The designation is placed on your teaching certificate.
- BISD has an approved system that will allow teachers to move up levels and generate more money.



NON-DESIGNATED TEACHERS

- Ten Percent of each teacher's generated allotment will be shared among the non-designated teachers on the same campus as the designated teacher.

Note: The percentage set aside for non-designated teachers will be adjusted, as needed, to ensure the non-designated teacher payout is at least \$3,000 less than what a Recognized teacher earns at the same campus.

The remaining percentage of funds will stay with the designated teacher.

- Each new school year, all teachers have a new chance of being eligible for designation.



UPDATED BISD COHORT D SPENDING PLAN

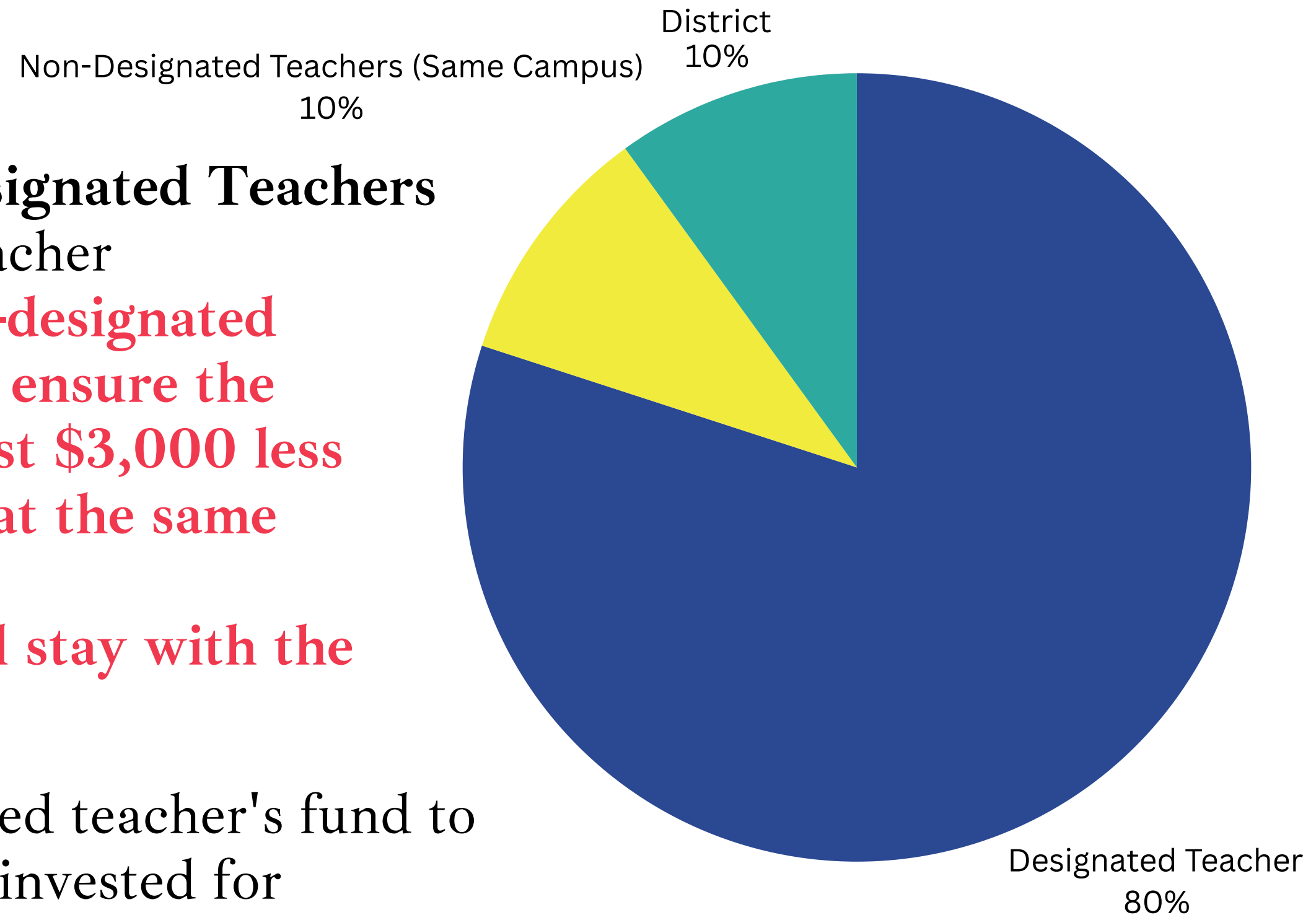
80% - Designated Teacher

10% - Divided Equally Among Non-Designated Teachers
at the same school of the Designated Teacher

Note: The percentage set aside for non-designated teachers will be adjusted, as needed, to ensure the non-designated teacher payout is at least \$3,000 less than what a Recognized teacher earns at the same campus.

The remaining percentage of funds will stay with the designated teacher.

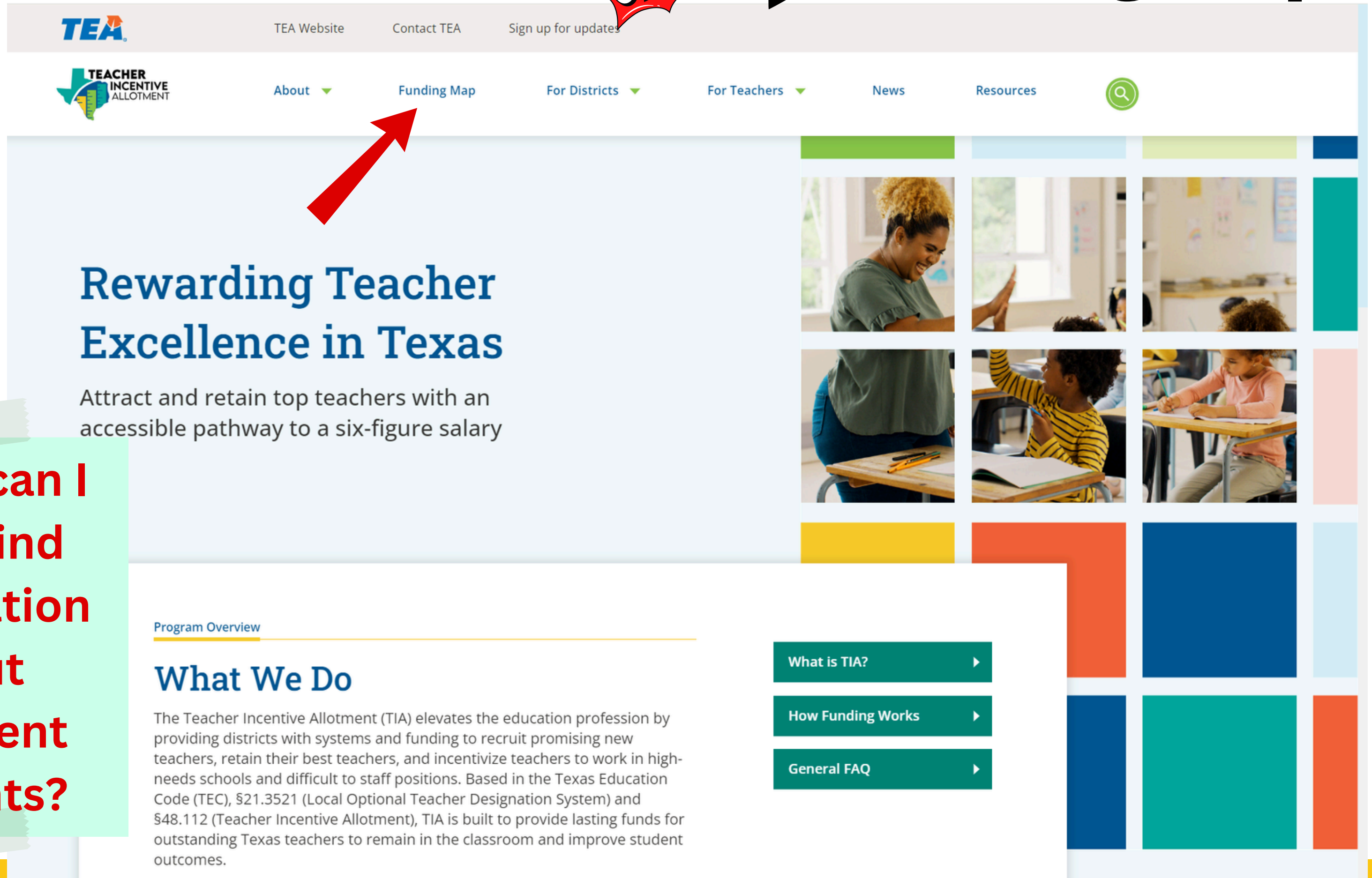
10% - TEA Allows 10% of each designated teacher's fund to be retained by the district that is to be reinvested for personnel, data platforms, and professional development.



www.tiateexas.org  **Funding Map**



**Where can I
go to find
information
about
allotment
amounts?**



TEA TEA Website Contact TEA Sign up for updates

TEACHER INCENTIVE ALLOTMENT About Funding Map For Districts For Teachers News Resources

Rewarding Teacher Excellence in Texas

Attract and retain top teachers with an accessible pathway to a six-figure salary

Program Overview

What We Do

The Teacher Incentive Allotment (TIA) elevates the education profession by providing districts with systems and funding to recruit promising new teachers, retain their best teachers, and incentivize teachers to work in high-needs schools and difficult to staff positions. Based in the Texas Education Code (TEC), §21.3521 (Local Optional Teacher Designation System) and §48.112 (Teacher Incentive Allotment), TIA is built to provide lasting funds for outstanding Texas teachers to remain in the classroom and improve student outcomes.

- What is TIA?
- How Funding Works
- General FAQ

2024-2025 Allotments

Calculated every year by TEA and released in late April of each school year.



PULLAM EL

BROWNSVILLE ISD, ESC Region 1

Campus Enrollment 889

Grades Offered EE-05



Campus Allotment – Recognized \$4,444



Campus Allotment – Exemplary \$8,888



Campus Allotment – Master \$16,813

EXAMPLE

“Allotments will change each year because the population of the campus served changes on a yearly basis.”



SKINNER EL

BROWNSVILLE ISD, ESC Region 1

Campus Enrollment 344

Grades Offered EE-05



Campus Allotment – Recognized \$8,700



Campus Allotment – Exemplary \$17,401



Campus Allotment – Master \$31,001

How are designations determined?



- 1. A teacher needs to score a 3 (proficient) or higher in every T-TESS Dimension.
- 2. Average of Domains 2/3
(Subject to Texas Tech Validation Process)

Recognized	3.7* or Top 33%
Exemplary	3.9* or Top 15%
Master	4.5* or Top 5%

***Cut points are subject to change and will not be finalized until all data has been collected.**



The Sum of Met and Exceeded Expectation.
(Subject to Texas Tech Validation Process)

Recognized	55%* or Top 33%
Exemplary	60%* or Top 15%
Master	70%* or Top 5%

***Cut points are subject to change and will not be finalized until all data has been collected.**

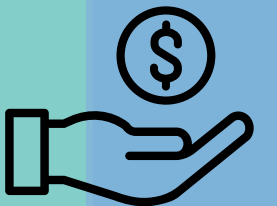
BISD uses the state performance standards as its minimum cut points to determine TIA designations.

Two-Year Cycle

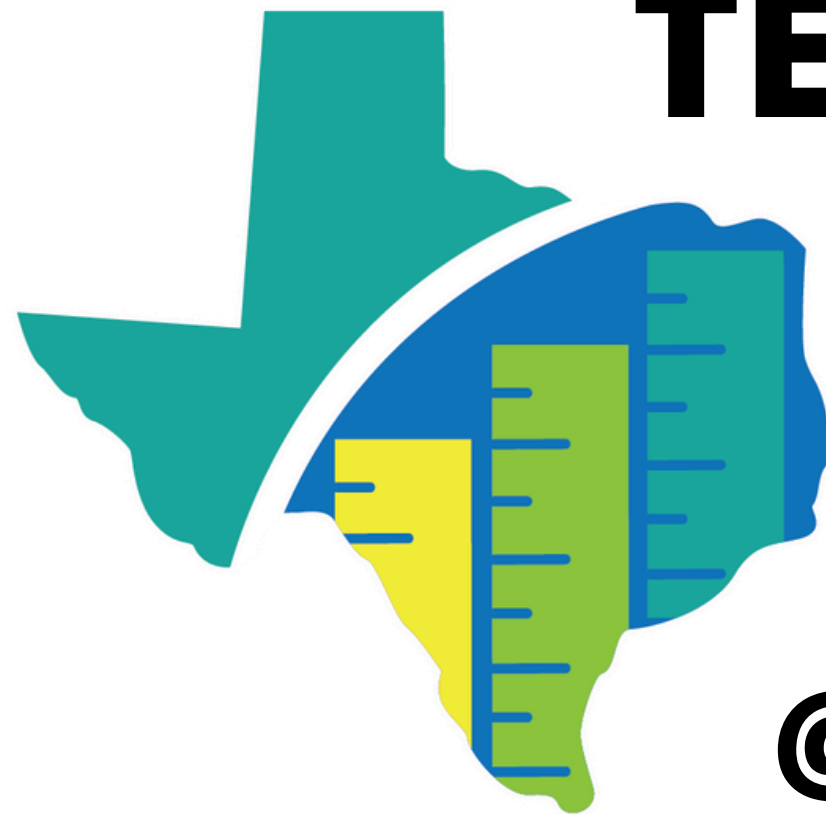
Year 1
Data
Capture
Year



Year 2
Data
Submission
Year



A TIA candidate must be employed by the district in a teacher role during both the data capture year and the data submission year to be eligible for submission to the state for possible designation.



TEACHER INCENTIVE ALLOTMENT

@ BROWNSVILLE ISD

Where are we now?



BISD Cohort D Data History.

Year 1

Year 2

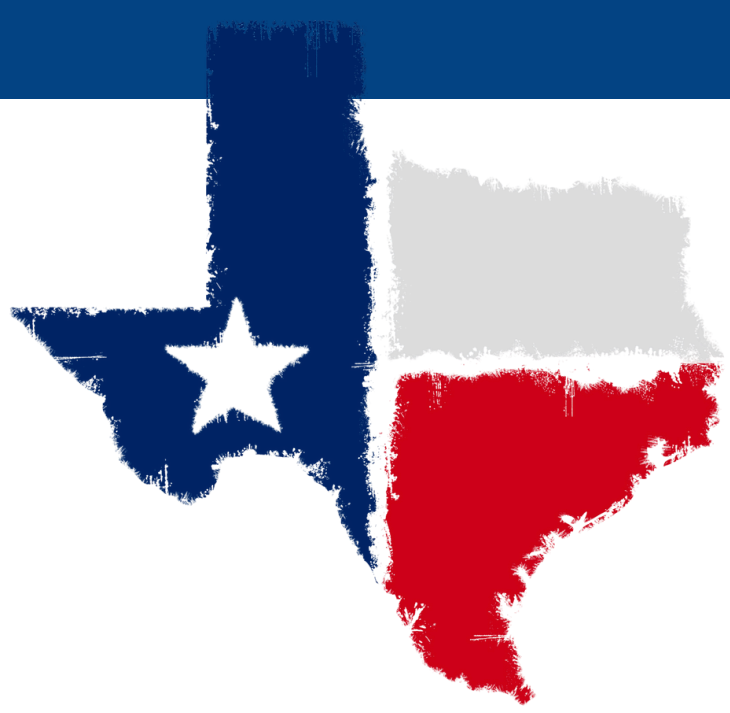
Year 3

Year 4

Year 5



Data Capture Year	Who is eligible?	Data Submission	Validation Results
2021-2022	<u>All Teachers</u> SLO/T-TESS	October 2022	February 2023 DENIED
2022-2023	<u>All Teachers</u> SLO/T-TESS	October 2023	February 2024 PROVISIONALLY APPROVED
2023-2024	<u>All Teachers</u> SLO/T-TESS	October 2024	February 2025 APPROVED
2024-2025	<u>All Teachers</u> SLO/T-TESS	October 2025	February 2026 PENDING REVIEW
2025-2026	<u>All Teachers</u> SLO/T-TESS	October 2026	February 2027



State of Texas 89th Legislature Session

House Bill 2 Updates

Starting in 2025–26



Increased TEA Technical Support



Increased Regional Support



Enhanced TIA



SBEC Review of NBCT

Starting in 2026–27



Acknowledged Teachers



Increased Allotment Payouts

HB 2

Updated State Performance Standards for 2025-2026

Designation Level	Teacher Observation Performance Standards*	Student Growth Performance Standards**
Acknowledged	3.5 or 70% of possible points	50%
Recognized	3.7 or 74% of possible points	55%
Exemplary	3.9 or 78% of possible points	60%
Master	4.5 or 90% of possible points	70%

Current

Base + (Multiplier × [Average student enrolled Eco-Dis Tier + 2 for rural schools Max 4])

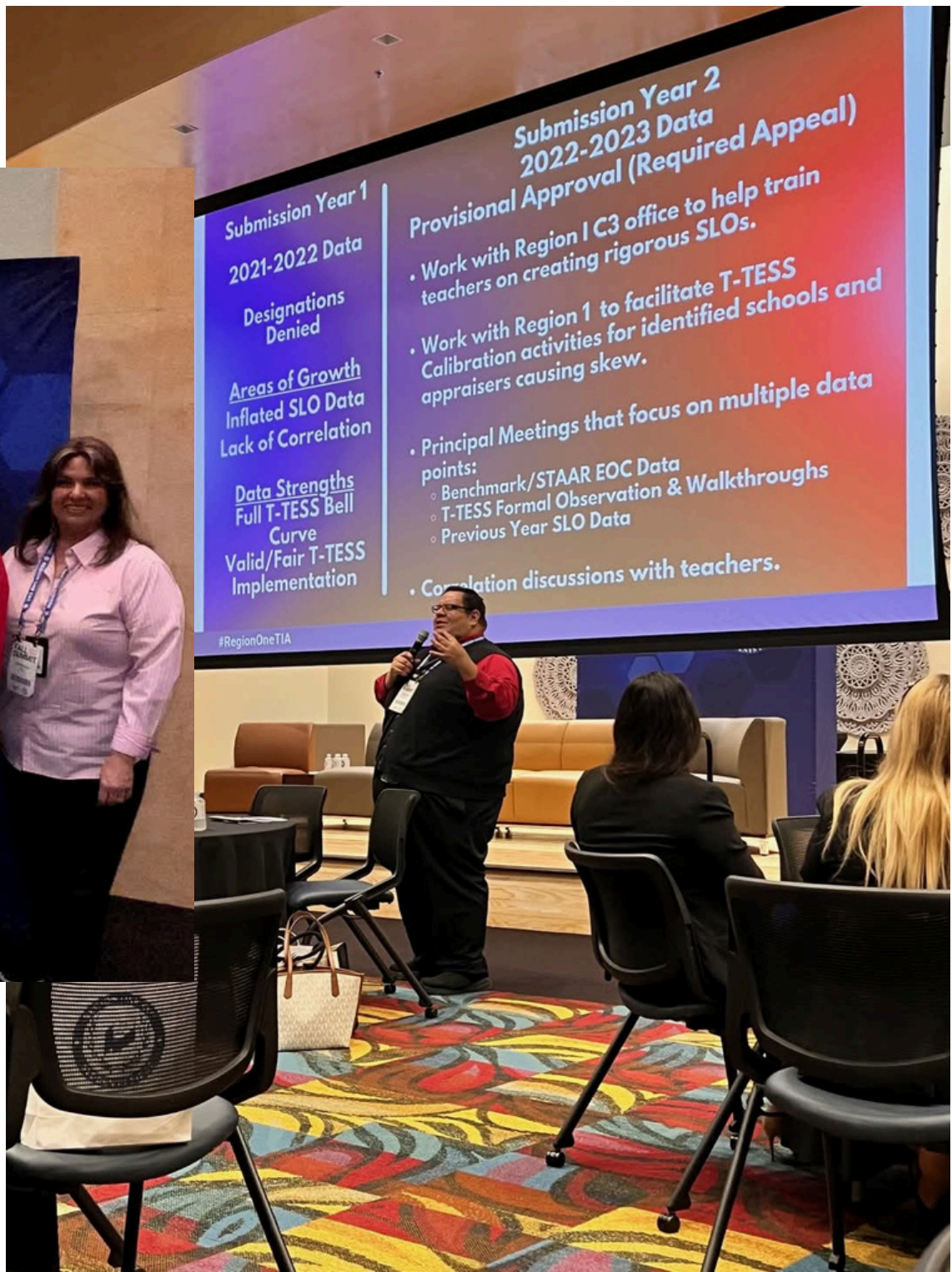
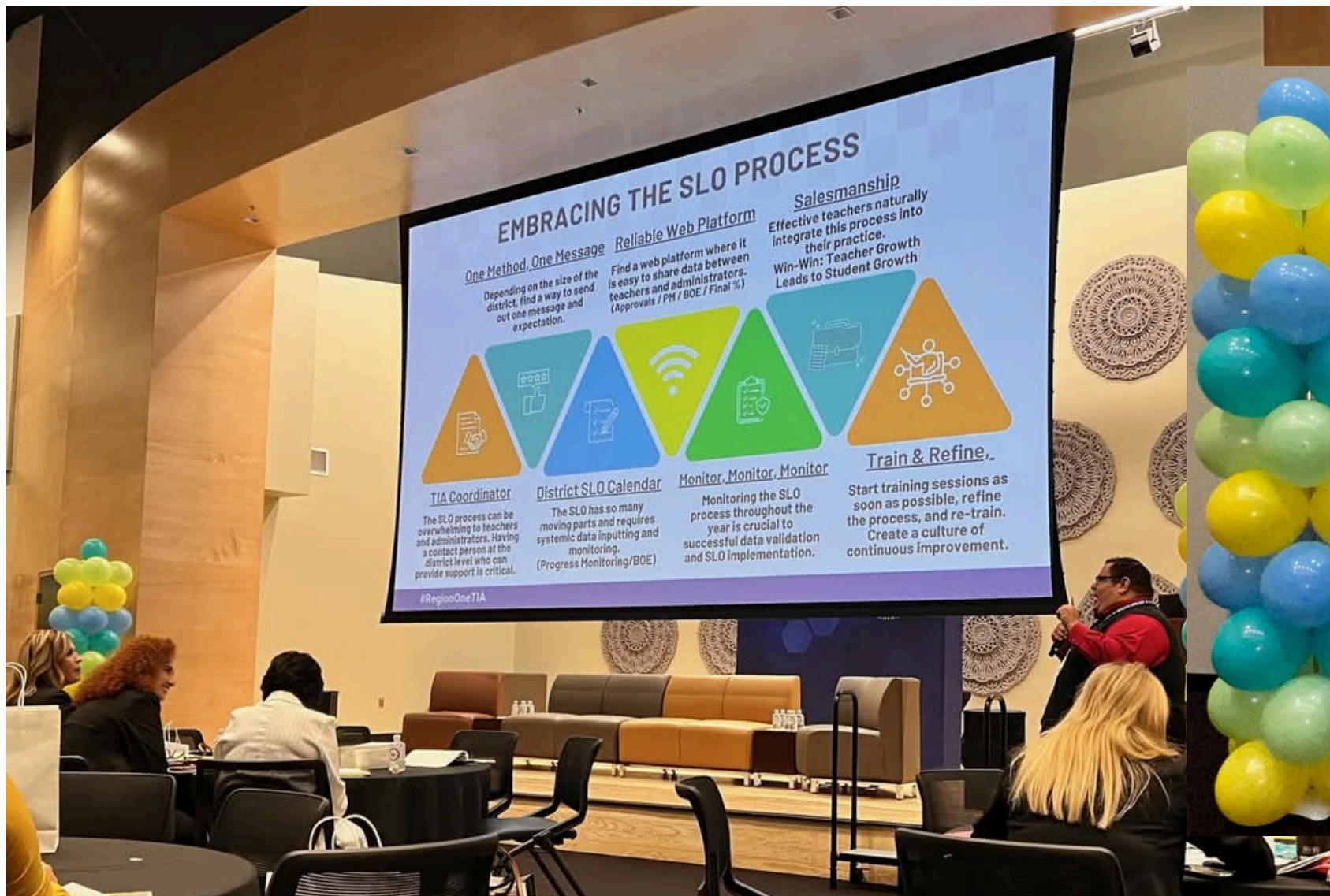
Designation	Performance Standards	Base		Tier 5
				4
Recognized	Top 33%	3,000		9,000
Exemplary	Top 20%	6,000		18,000
Master	Top 5%	12,000		32,000

Updated

Designation	Performance Standards	Base		4
Acknowledged	Top 50%	3,000		9,000
Recognized	Top 33%	5,000		15,000
Exemplary	Top 20%	9,000		25,000
Master	Top 5%	12,000		36,000

**New Allotment Information
2026-2027 SY**

FALL 2024: BROWNSVILLE ISD PRESENTED AT REGION 1 TIA SYMPOSIUM



SPRING 2025: THE TEXAS EDUCATION AGENCY VISITS BROWNSVILLE ISD - RIVERA ECHS



Thank you!

Brownsville ISD TIA Leadership Team



Dr. Jesus H Chavez
BISD
Superintendent
jhchavez@bisd.us
956-548-8000



Dr. Linda Gallegos
Chief Human
Resources Officer
nlgallegos@bisd.us
956-548-8051



Emiliano Camarillo
TIA Coordinator
ecamarillo@bisd.us
956-698-1258



Cynthia Garza
TIA Coordinator
cylgarza@bisd.us
956-698-3087



Hilda Soto
TIA Coordinator
hsoto@bisd.us
956-698-1314