



# NAVARRO



---

INDEPENDENT SCHOOL DISTRICT

# Teacher Incentive Allotment Spending Plan

April 28, 2025

# Summary & Action Required

- The TIA is a state-funded system that provides additional compensation to outstanding teachers.
- TEA requires board approval of a TIA spending plan before any stipends are paid.
- Navarro ISD has two TIA designated teachers eligible for stipends to be paid this summer



# What is the TIA?



The Teacher Incentive Allotment provides an accessible pathway for effective teachers to earn a higher income while remaining in the classroom.



**Three Levels of Designation**

Recognized  
Exemplary  
Master



**\$3,000 to \$32,000**

Annual additional funding for each designated teacher



**Prioritizes Hard-to-Staff Positions**

Greater funding for high-needs and rural campuses



**Teacher Focused Funding**

90% of all TIA funds go towards teacher pay



**Five Year Validity**

Teachers retain designations for 5 years regardless of placement

# TIA Goals



# System Components

ELIGIBLE ASSIGNMENTS & CAMPUSES	All teaching assignments can be eligible for TIA as long as they have valid and reliable data from teacher observation scores and student growth data. Some districts choose to start with a subset of eligible assignments and then expand their system later.
TEACHER PERFORMANCE DATA	Teacher observation data, student growth data, and data from optional components the district chooses to include in their system make up teacher performance data. Districts use the performance data to determine teacher designations.
COMPENSATION PLAN	Districts are required to spend at least 90% of their allotment funds on teacher compensation on the campus where the designated teacher works. Districts may use up to 10% for costs associated with implementing a local designation system or supporting teachers in earning a designation.

# Stipend Amounts

## 2023-24 Estimates

Recognized



Elementary \$5,878  
Intermediate \$5,747  
Junior High \$5,578  
High School \$5,455

Exemplary



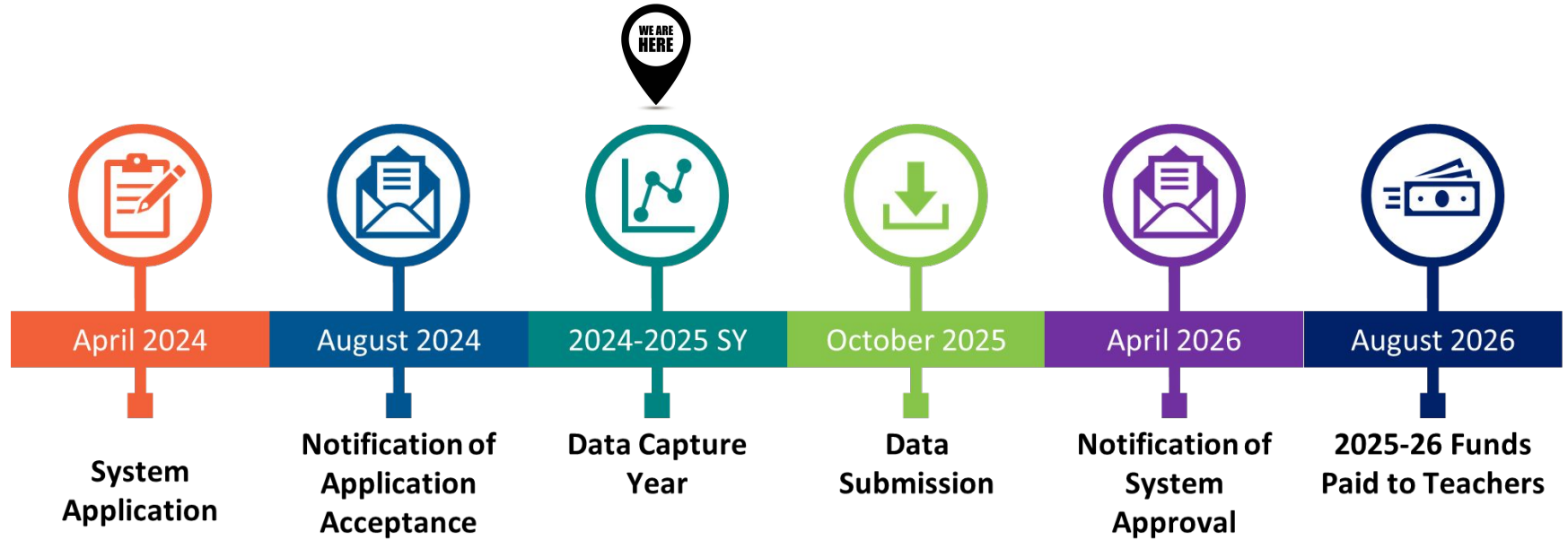
Elementary \$11,755  
Intermediate \$11,495  
Junior High \$11,156  
High School \$10,911

Master



Elementary \$21,592  
Intermediate \$21,158  
Junior High \$20,593  
High School \$20,184

# Timeline



# Statutory Requirements

- 90% or more for teacher compensation on the campus where the designated teacher works
- “Teacher” includes instructional aides, inclusion teachers, and other staff who primarily work directly with students
- Up to 10% for district
- Notification of annual allotment in April
- Must spend allotment by August 31

# Navarro ISD Spending Plan

- 90% to designated teachers
- 10% retained by district
  - Implementation support
  - Staff development to help teachers get designated
- District will pay out all stipends by August 31st
- Deductions apply, including TRS, taxes, and benefits.
- Funds will be forwarded to the new district for designated teachers who leave NISD at the end of the year

# Stakeholder Engagement

- Email Communication during 2023-2024 school year
- Stakeholder meetings in 2023-2024 school year

Nov. 9th - TIA Overview

Nov. 30th - Eligible teaching roles and observations

Dec 14th - Student Growth Measures and Spending Plan

- Faculty meetings in fall of 2024-2025 school year



**Thank You**