



Navarro ISD Teacher Incentive Allotment Spending Plan



Presented for Board Approval on April 28, 2025

Statutory Requirements for TIA Funding

- Districts must spend 90% or more of the allotment on teacher compensation on the campus where the designated teacher works.
- Up to 10% of the allotment may be used by the district to support the local designation system or to support teachers in earning designations.
- For the purpose of compensation, a teacher is defined as student-facing instructional staff. This may include instructional aides and paraprofessionals, classroom inclusion support teachers, and other staff members who primarily work directly with students in an instructional setting.
- Districts are notified of their annual allotment in late April and must spend all funds by August 31 of the same calendar year. Spending requirements and timelines do not apply to fees reimbursed through TIA.

[Link to TIA Statutory Spending Requirements](#)

Spending Plan Development

The Navarro ISD Teacher Incentive Allotment Planning Committee developed the spending plan during the 2023-2024 application year. Stakeholder engagement included four after-school meetings with district employees and an interest and feedback survey to ensure broader participation and to capture more voices in the process. The Navarro ISD business office also reviewed the information, as they play a key role in ensuring the plan's financial feasibility and compliance.

Navarro ISD TIA Spending Plan

Part A: Distribution of Allotment Funds

90% of the allotment will go to designated teachers and 10% will be retained by the district.

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.*

The district will utilize funds reserved at the district level to support TIA by providing enrichment and staff development to teachers to help them earn a designation, including supporting a National Board Teacher Certification cohort. These funds will also be used for TIA central supports including compensation for staff associated with TIA.

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

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

The first year's TIA amount will be paid in the form of a one time stipend (minus taxes and TRS deductions) by August 31, 2026. In subsequent years, stipends will be divided into the employee's June, July, and August paychecks. All funds will be expended by August 31 annually.

*** 2025 allotment funds for teachers who have a designation they gained in another district will be paid by August 31, 2025. ***

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?*

After gathering input from stakeholders, we determined that teachers who earned the highest T-TESS ratings and promoted student growth the most should receive the funds. In our plan, 90% of the funds will go to the designated teachers. TIA aligns with district goals including 1. Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes, 2. Maximizing Academic Performance, and 3. Obtaining and Maintaining Top Rated District Recognition.

2. *How and when will teachers receive TIA compensation?*

The first year's TIA amount will be paid in the form of a one time stipend by August 31, 2026. In subsequent years, stipends will be divided into the employee's June, July and August paychecks. All funds will be expended by August 31st annually

2025 allotment funds for teachers who have a designation they gained in another district will be paid by August 31, 2025.

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

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

August 2025

Part C: Movement of Teachers

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

Yes

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

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?*

The district will forward funds to designated teachers who fulfill their contract through the end of the school year. Designated teachers who do not fulfill their contract, or who leave after Winter Roster but before the last day of school, will not receive forwarded allotment funds from the district unless there is a documented medical disability or retirement.

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 31st, annually.*

Designated teachers who break their contract or retire before the end of the school year (but after Winter Roster) will not receive their allotment payout unless there is a documented medical disability or retirement. Retained allotment funds these teachers generated will be evenly redistributed to all teachers and student-facing paraprofessionals on the campus where the departing designated teacher worked. This distribution will be made by August 31st.

Part D. National Board and Designated Teacher New Hires

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

Yes

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

Additional Information

TRS Retirement Impact of Compensation

TIA compensation amounts will be included in the annual wages reported to the Teacher Retirement System (TRS) and will be used when calculating retirement benefits.

Deduction Information

Navarro ISD will pay all typical deductions from the allotment received including the cost of TRS, on-behalf payments, Medicare, Worker's Compensation, and any other pertinent deductions.

Exclusions

Navarro ISD cannot recommend a teacher for a TIA designation if the teacher does not remain in an eligible teaching position the year following the data capture year or if the teacher leaves the district following the data capture year.