



San Elizario ISD
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MEMORANDUM

To: Members of the Board of Trustees
From: Leticia de Santos, Administrator of Instructional Programs
Subject: Teacher Incentive Allotment (TIA) Updates
Date: April 8, 2026

HISTORY:

The Teacher Incentive Allotment was initially proposed as part of HB 3 in response to the growing need for reform in teacher compensation and retention. Before the passage of HB 3, teacher salaries in Texas had been relatively stagnant, leading to challenges in attracting and retaining highly qualified teachers, particularly in hard-to-staff areas such as math, science, bilingual education, and special education.

TIA was designed to address these concerns by offering a way to financially reward teachers based on their effectiveness, as determined through a variety of performance-based measures, including student outcomes. Implementing this initiative sought to improve educational equity by ensuring that the most effective educators were working where they were most needed.

RATIONALE:

San Elizario ISD implemented the Teacher Incentive Allotment (TIA) to support highly effective teachers' retention, recruitment, and recognition. Through this initiative, educators have the opportunity to earn a designation as a Recognized, Exemplary, or Master teacher, with the potential to receive additional compensation ranging from \$3,000 to \$32,000 based on their designation.

TIA has been instrumental in addressing hard-to-fill positions within the district, ensuring that top-tier educators are attracted and retained. Notably, 90% of the TIA funds are allocated directly to teacher salaries, and once a teacher earns a designation, they keep it for five years, regardless of their future placement. This initiative incentivizes teacher excellence and strengthens the district's ability to maintain a high-quality teacher.

Teacher Incentive Allotment Growth in the Number of Teachers Designated:

The number of designated teachers has significantly grown, increasing from **14 to 27** including 6 Master teachers, 12 Exemplary teachers, and 9 recognized teachers.

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Teacher Incentive Allotment Expansion:

Additionally, the district has expanded the scope of content areas eligible for designation, allowing more teachers to earn a TIA designation. Moving forward, San Elizario ISD will continue to offer regular training for both teachers and administrators, continue to update the TIA guidebook, and explore the potential of expanding the TIA process to include all teachers in the district. This continued growth ensures that more educators have access to the benefits of the TIA and supports the district’s long-term goals for teacher retention and effectiveness.

Below is a side-by-side of the TIA-Qualified Areas:

2025-2026

2026-2027

Area	2025-2026 Instrument	Status	Area	2026-2027 Instrument	Status
Prek-3	CIRCLE	New	Prek-3	CIRCLE	Carried over
Pre-K 4	CIRCLE	Carried over	Pre-K 4	CIRCLE	Carried over
Kinder - 2nd Reading	MCLASS	Carried over	Kinder - 2nd Reading	MCLASS	Carried over
Kinder - 2nd Math	iReady	New	Kinder - 2nd Math	iReady	Carried over
3rd- 8th Reading	STAAR	Carried over	3rd- 8th Reading	STAAR	Carried over
3rd- 8th Math	STAAR	Carried over	3rd- 8th Math	STAAR	Carried over
5th & 8th Science	STAAR	Carried over	5th & 8th Science	STAAR	Carried over
Algebra I	STAAR	Carried over	Algebra I	STAAR	Carried over
English I	STAAR	Carried over	English I	STAAR	Carried over
English II	STAAR	New	English II	STAAR	Carried over
Biology	STAAR	Carried over	Biology	STAAR	Carried over
Special Education - Serving in Math and Reading	STAAR	NEW	Special Education - Serving in Math and Reading	STAAR	Carried over
Cosmetology I	Pre/Post Test	New	Cosmetology I	Pre/Post Test	Carried over
Graphic Design & Illustration II	Pre/Post Test	New	Graphic Design & Illustration I	Pre/Post Test	Carried over
Business Information Management	Pre/Post Test	New	Foundations of Business Communication & Technology I	Pre/Post Test	Carried over
			6th & 7th Science	Pre/Post Test	New
			7th Social Students	Pre/Post Test	New
			Geometry	Pre/Post Test	New
			World Geography	Pre/Post Test	New
			Chemistry	Pre/Post Test	New
			Spanish II	Pre/Post Test	New
			Life Skills and Structured Learning	Pre/Post Test	New
			Pre k-12th	Unique Learning System	New

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BUDGET IMPACT: As San Elizario ISD prepares for the upcoming expansions to the Teacher Incentive Allotment (TIA) plan, the district will utilize assessments that are already in use by either the state or the district, ensuring that no additional costs will be incurred for materials. The only exception is the inclusion of K-2 math, which will require the district to purchase the iReady assessment program for \$7,756.00 as well as TEKSready for \$4,903.50. However, aside from these purchases, the planned expansions will not result in any significant additional expenses for materials, allowing the district to effectively grow the TIA program without incurring substantial financial burdens.

ADMINISTRATIVE RECOMMENDATION:

For Approval? Yes No

If not, please check one: Presentation Report Information

Please check if applicable: Attachment Included

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