



Teacher Incentive Allotment

What Fredericksburg ISD Teachers Need to Know

What is TIA?

The Teacher Incentive Allotment (TIA) provides an accessible pathway for effective teachers to earn a higher income while remaining in the classroom. Teacher Incentive Allotments are additional state funding for teachers that was written into statute – allowing for sustainable funding. There are no caps on teacher designations or allotment funds.

For more information about TIA please visit [Staff Resources](#) on the FISD webpage.

Three Levels of Designation + Funds*

**Updated annually in April (Rural/Non-rural, %Economically Disadvantaged)
Allotment funding is based on the teacher's designation level & campus of employment.*

RECOGNIZED

\$3K-\$9K*

FPS, FES, FMS, FHS

Avg. \$4,335

SES Avg. \$5,843

EXEMPLARY

\$6K-\$18K*

FPS, FES, FMS, FHS

Avg. \$8,671

SES Avg. \$11,676

MASTER

\$12K-\$32K*

FPS, FES, FMS, FHS

Avg. \$16,452

SES Avg. \$21,476

95% of funds go to the designated teacher.

Standard deductions apply (TRS, taxes, etc.) to the net payment. *State ranges

Which assignments are included?

Student Growth Measures currently in place:

- Pre-K Reading/Math (Circle – specified areas of assessment)
- K-1 Reading (mClass), K Math (Imagine Math)
- 2-8 Reading (NWEA MAP), 1-8 Math (NWEA MAP)
- 3-8 Science (NWEA MAP)
- Algebra I (NWEA MAP)
- English I and English II (NWEA MAP)
- Biology (NWEA MAP)

How are designations earned?

T-TESS = 40%

- Domains 2 & 3 – minimum average of 3.7 for all 8 dimensions with all dimensions scored Proficient or higher.
- Any dimension scored less than Proficient automatically disqualifies a teacher for designation consideration.

Student Growth = 60%

- BOY-EOY – minimum of 55% student growth
- Less than 55% students who met or exceeded growth targets automatically disqualifies a teacher for designation consideration.