



The Teacher Incentive Allotment Spending Plan

TEACHER INCENTIVE ALLOTMENT (TIA)

House Bill 3 (HB3), which was passed by the 86th Texas Legislature in June 2019, introduced an optional [Teacher Incentive Allotment](#). Its primary aim is to reward and retain outstanding educators through increase in teacher salaries - particularly, for those teaching in high-needs areas and rural district campuses. Districts that choose to participate and receive approval for local systems will:

- 1) Employ local system regulations to categorize teachers as Master, Exemplary, or Recognized, based on their effectiveness in teaching. These designations are then added to a teacher's SBEC certificate and remain valid for five years.
- 2) Receive an annual allotment ranging from \$3,000 to \$32,000 per designated teacher, with a focus on providing additional funding for designated teachers at high-needs and rural campuses.
- 3) Allocate 90% of the allotted funds towards teacher compensation at the designated teacher's campus.
- 4) Seek approval from the Texas Education Agency (TEA) for their system and submit teacher data for validation to Texas Tech University.

At the core of the concept guiding the Teacher Incentive Allotment is the understanding that although the state verifies the systems employed by local districts, each district must formulate the system and select teachers for designation.

HISD RATIONALE

Houston ISD has chosen to participate in the Teacher Incentive Allotment as part of our commitment to empowering students to become critical thinkers, visionary leaders, and active contributors in their community. This initiative aligns with our vision of fostering a pathway to success for limitless opportunities in a competitive global landscape. Through the Teacher Incentive Allotment, Houston ISD aims to achieve the following objectives: (1) strengthening and sustaining our ability to identify, reward, and retain highly effective teachers districtwide, and (2) increasing equity and access to highly effective teachers at ALL campuses. The TIA provides invaluable support for advancing our strategic plan by facilitating the equitable distribution of effective educators across the district.

Addressing teacher recruitment and retention is a comprehensive endeavor for Houston ISD. Our local TIA designation system, which prioritizes student growth, ensures that teachers at any campus have similar opportunities to earn designations. Recognizing and rewarding our best teachers through this system enhances the quality of instruction for all

students in our schools.

We are dedicated to creating a supportive atmosphere where educators can flourish and students can achieve their full potential.

2025-26 SCHOOL YEAR

STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds generated by the teacher for compensation on the campuses where the designated teachers work. The statute is noted below.

TEC Section 48.114 (i)(1)(A): A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.

In HISD, 90% of the generated TIA allotment funds received by TEA will be used to fund the salaries in HISD's pay for performance model, which rewards teacher effectiveness and student growth. This funding is provided to campuses where designated teachers work, honoring the collective impact of all educators in advancing student learning. The remaining 10% percent of TIA funds will be reserved by the district to support implementation and oversight of our local TIA designation system. At HISD, we retain 10% of the TIA dollars to use as follows:

- Pay for costs associated with teacher development and appraisal to support implementation of TIA at HISD
- Pay for costs associated with implementation of technical systems used for student and teacher data collection, codification, and visualization

If a designated teacher resigns or retires after the Class Winter Roster Submission, the district will retain those funds and distribute them according to TEA regulations, using the teacher compensation portion to offset base salary costs for other teachers on the same campus. This distribution of generated allotment and its payout to designated teachers is subject to change annually with Superintendent approval.

For more information regarding designated teachers visit [here](#).

2024-25 SCHOOL YEAR

STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% of the funds generated by the teacher for compensation on the campuses where the designated teachers work. The statute is noted below.

TEC Section 48.114 (i)(1)(A): A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.

HISD chooses to allocate the full 90% of the generated allotment to the teacher who generated the allotment (the Designated Teacher). The remaining 10% percent of TIA funds will be reserved by the district to support implementation and oversight of our local TIA designation system. At HISD, we retain 10% of the TIA dollars to use as follows:

- Pay for costs associated with teacher development and appraisal to support implementation of TIA at HISD
- Pay for costs associated with implementation of technical systems used for student and teacher data collection, codification, and visualization

To receive 24-25 TIA funds the teacher who generates an allotment must be returning to Houston ISD for the 25-26 school year (regardless of role). This distribution of generated allotment and its payout to designated teachers is subject to change annually with Board, Superintendent, and Cabinet approval.

For more information visit. <https://tiatexas.org/for-teachers/tia-designated-teachers/>

2023-24 SCHOOL YEAR

STATE REQUIREMENTS FOR TIA FUNDING

Funding for teachers designated as Recognized, Exemplary, and Master under TIA will flow to districts, which in turn must spend at least 90% the funds generated by the teacher for compensation on the campuses where the designated teachers work. The statute is noted below.

TEC Section 48.114 (i)(1)(A): A district shall annually certify that funds received under this section were used as follows: At least 90% of each allotment received was used for the compensation of teachers employed at the campus at which the teacher for whom the district received the allotment is employed.

HISD chooses to allocate the full 90% of the generated allotment to the teacher who generated the allotment (the Designated Teacher). The remaining 10% percent of TIA funds will be reserved by the district to support implementation and oversight of our local TIA designation system. At HISD, we retain 10% of the TIA dollars to use as follows:

- Pay for costs associated with teacher development and appraisal to support implementation of TIA at HISD
- Pay for costs associated with implementation of technical systems used for student and teacher data collection, codification, and visualization

To receive 23-24 TIA funds the teacher who generates an allotment must be returning to Houston ISD for the 24-25 school year (regardless of role). This distribution of generated allotment and its payout to designated teachers is subject to change annually with Board, Superintendent, and Cabinet approval.

For more information visit. <https://tiatexas.org/for-teachers/tia-designated-teachers/>

Revision	Rationale	Date
Spending Plan Update	Annual Update	1/16/24
Spending Plan Update	Annual Update	6/24/25