



Red Oak Independent School District

Teacher Incentive Allotment at Red Oak ISD

Created by the Texas Legislature as part of House Bill 3 in 2019, The Teacher Incentive Allotment (TIA) was established with a stated goal of a six-figure salary for teachers. TIA allotment funds help Texas school systems reward, retain, and recruit highly effective teachers and is a critical strategy for the district to live up to District Improvement Plan Goal 2, Performance Objective 1: Attract, engage, and retain top talent through competitive compensation packages.

Through TIA, effective teachers are eligible to receive three different levels of designations.



There are two pathways to designation:

- National Board certified teachers are eligible to earn a recognized designation.
- Teachers may earn designation through Red Oak ISD's local designation system.

Each designation falls within a funding range and the exact amount of funding a designated teacher generates is determined by the designation level and campus where the designated teacher works. The allotment funding per teacher is determined by a formula that considers the level of socioeconomic need at a campus and whether the campus is rural.

Red Oak ISD local designation system



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For the 2025-26 school year, The TIA plan For Red Oak ISD includes the following teaching assignments:

- Kindergarten – 8th Grade Math and Reading Teachers
- Algebra I Teachers
- English I and II Teachers
- Special Education Resource and Life Skills Teachers

During the 2025-26 school year, the district will explore applying for additional teachers to be eligible for TIA designations during the 2026-27 school year.

Designations will be determined each year by two core components weighted equally:

- Teacher Observation 50%
- Student Growth 50%

Each year, teachers will receive an annual TIA scorecard and be submitted for designation when eligible. TIA designations are determined based on the TIA score, a weighted combination of the teacher appraisal composite score and student growth composite score. Designations are valid for five years as long as teachers remain in the classroom and are not specific to grade level or content area. Teachers will be submitted for a higher designation during the five year period if eligible, but will not be submitted for a lower designation.

Designated teachers will receive 90% of the generated allotment funds, which will be a lump sum payment by August of each year that a teacher generates funding for a TIA designation. The district will reserve 10% of the allotment funds for supporting the TIA initiative at the district level.

If you have any questions, please contact the TIA Lead at LaKesha.Bass@redoakisd.org