



TEACHER

INCENTIVE ALLOTMENT

Create. Empower. Lead.



NTA Established by the 86th Texas Legislature through House Bill 3, the **Teacher Incentive Allotment (TIA)** was designed by the Texas Education Agency to recruit, support and retain highly effective teachers, particularly in high-needs and rural schools. The TIA provides a pathway to recognize and compensate high-performing teachers and serves as a great opportunity to honor the hard work and proven success of our Grand Prairie ISD teaching staff.

This field guide is intended to provide an overview of the implementation of TIA in Grand Prairie ISD.

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Letter from Superintendent Dr. Gabriel Trujillo

In 2019, the Texas Education Agency launched the Teacher Incentive Allotment (TIA) program, creating an opportunity for districts across the state to provide financial incentives for exceptional educators. I am excited to share that Grand Prairie ISD will continue its participation in this valuable initiative to recognize and reward our highest-performing teachers.

GPISD is recognized statewide and nationally for our Schools of Choice, and our success in closing achievement gaps. This legacy of excellence is only possible because of the unwavering dedication, talent, and hard work of our educators.

The TIA program strengthens our efforts to recruit and retain top-tier teachers—those who not only deliver exceptional instruction but also build meaningful relationships with students, serve as mentors to colleagues, and inspire excellence in every classroom.

Through this program, we are proud to financially recognize the outstanding impact of our most effective educators. Your commitment to student success shines in every lesson, every act of support, and every word of encouragement you offer.

It is both exciting and well-deserved to be able to supplement teacher earnings through this innovative initiative. I am truly honored to work alongside the finest educators in Texas and the nation, and I look forward to celebrating those whose excellence will be highlighted through the TIA.

Thank you for all you do.

Dr. Gabriel Trujillo

Superintendent of Schools



Teacher Incentive Allotment Overview

The Teacher Incentive Allotment (TIA) was designed by the Texas Education Agency to recruit, support and retain highly effective teachers, particularly in high-needs and rural schools. The TIA provides a pathway to recognize and compensate high-performing teachers and serves as a great opportunity to honor the hard work and proven success of our Grand Prairie ISD teaching staff.

Teachers who earn a distinction under the TIA will receive an **additional stipend** separate from the current Grand Prairie ISD pay structure. This stipend is credited in the Teacher Retirement System and will be used in retirement benefit calculations.

Master Teacher

Master level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 5% of teachers statewide.

Exemplary Teacher

Exemplary level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 20% of teachers statewide.

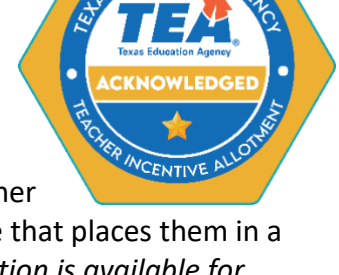
Recognized Teacher

Recognized level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 33% of teachers statewide.

Acknowledged Teacher

Acknowledged level teacher designation indicates that the identified teacher has achieved a level of teacher appraisal and student growth performance that places them in a level commensurate with the top 50% of teachers statewide. *This designation is available for the districts to submit teachers in October 2026. Districts will use data collected from the 2025-2026 school year to determine eligibility for this new level.*

An alternate path to receiving TIA funds is through **National Board Certification**. TEA awards the lowest level of TIA funds for teachers with an active National Board Certification. National Board Certification is available in 25 certificate areas across 16 disciplines with emphasis on grade levels from PK through 12th grade. Grand Prairie ISD staff who have earned a National Board



Certification should contact Grand Prairie ISD's Human Resource Department to provide the necessary documentation. To learn more about becoming a National Board Certified Teacher, please visit the [National Board for Professional Teaching Standards site](#).

TIA Implementation in Grand Prairie ISD

Grand Prairie ISD implemented the TIA system in phases, with the first phase planned for 2020-2021 school year. Implementation was paused until 2021-2022 due to the significant disruption of Covid-19.

During the 2026–2027 school year, TIA-eligible courses are eligible at all GPISD campuses.

Special provisions apply to the district's non-traditional campuses:

- **Johnson DAEP:** Students assigned to Johnson DAEP for 25 or more days may generate TIA eligibility for teachers providing instruction in the students' TIA-eligible home-campus courses.
- **Crosswinds:** TIA eligibility is limited to the five End-of-Course (EOC) tested subjects: Algebra I, English I, English II, Biology, and U.S. History.

The following courses are included:

- Pre-K, 4 years +
- READING/LANGUAGE ARTS: K-8, English 1 – IV, AP Literature, AP Language
- MATH: K-8, Algebra I, Geometry, Algebraic Reasoning, Algebra II, On Ramps College Algebra, Precalculus, On Ramps Precalculus, AP Calculus AB, AP Statistics, AP Pre-Calculus
- SCIENCE 5th – 8th, Biology, Chemistry, On Ramps Chemistry, Physics, On Ramps Physics, Aquatic Science, Astronomy, AP Physics I
- HISTORY: 6th - 8th Social Studies, US History, On Ramps US History, AP US History, African-American Studies, Economics, Mexican-American Studies, Personal Financial Literacy & Economics, US Government, World Geography, World History, Psychology
- FINE ARTS: MS Band I, MS Choir I, MS Orchestra I, MS Mariachi I, MS Art I, MS Theater I, 5th Art, 5th Music, HS Art I, HS Band I, HS Choir I, HS Orchestra I, HS Mariachi I
- CTE: Principles of Business, Marketing & Finance, Financial Math, Medical Terminology, Principles of Food, Agriculture and Natural Resources, Digital Arts & Animation, Environmental Systems, Principles of Arts, Audio/Video Technology, and Communications, Fundamental of Computer Science, AV Production I, Graphic Design I, Prof Comm, Human Growth, Princ of Health Science, Anatomy & Physiology, Princ of Hospitality, Princ of Human Services, Princ of Law Enforcement, Princ of Applied Engineering
- PE: 5th, 7th, Lifetime Fitness and Wellness Pursuits, Health, Partner PE HS, Partner PE 7th & 8th
- LOTE: Spanish I - II, French I
- Dyslexia K-12, GT K-5, AVID 6-8, AVID I, AVID II, AVID III, AVID IV

Inclusion Support Teachers: Inclusion support teachers who provide instructional services to students enrolled in a TIA-eligible course may also be eligible for TIA, consistent with district TIA eligibility and roster requirements.

Eligibility for TIA Designation

To be eligible for a TIA designation a teacher must:

- Be coded with a role id of 087 within our local employee information system, which is reported to TEA through the Public Education Information Management System (PEIMS); and
- Receive district salary compensation that mirrors PEIMS teacher coding for a minimum of 90 days at 100% of the day or 180 days at 50-99% of the day.
- Teach a TIA eligible course, [see appendix B](#)

TEA Performance Standards

To implement the Teacher Incentive Allotment, House Bill 3 requires the setting of “performance and validity standards” to ensure that the identification of highly effective teachers under the designation categories - Master, Exemplary, Recognized and Acknowledged - yields reliable and comparable results across the state. The performance standards for T-TESS evaluations and student growth are listed below. TEA has established the following guidance on performance standards for T-TESS and student growth outcomes based on an analysis of statewide data.

Teacher Observation

To be eligible for TIA-designation, teachers must have a teacher observation and a summative appraisal during the data capture year.

TIA establishes a priority emphasis on the Instruction (Domain 2) and Learning Environment (Domain 3) domains of the T-TESS evaluation. In order to be eligible for a TIA-designation, teachers **must earn a rating of proficient or higher on *EACH* of the eight dimensions measured across Domains 2 and 3.**

In addition, based on an analysis of statewide T-TESS observation data, TEA has identified score averages across Domains 2 and 3 of T-TESS:

- Acknowledged designation ≥ 3.5
- Recognized designation ≥ 3.7
- Exemplary designation ≥ 3.9
- Master designation ≥ 4.5

More information can be found in TEA’s [Teacher Observation Performance Standards](#) document.

Student Growth

To be eligible for a TIA-designation, teachers must have student growth data from a TIA eligible course during the data capture year.

TEA established these expectations based on statewide performance expectations:

- Acknowledged designation $\geq$ 50%
- Recognized designation $\geq$ 55%
- Exemplary designation $\geq$ 60%
- Master designation $\geq$ 70%

More information can be found in TEA's [Student Growth Performance Standards](#) document.

Final District Standards subject to change.

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made available.

Teacher Evaluation: T-TESS

The Texas Teacher Evaluation & Support System (T-TESS) is the state adopted teacher appraisal instrument.

Informal Observations:

Evaluators conduct informal observations to provide teachers with constructive feedback to improve practice. Evaluators can observe teachers at any time, in any school setting, of any duration, and with any frequency deemed appropriate. Any observed actions, evidence, or artifacts may inform a teacher's evaluation.

Each appraisal shall include:

- One formal observation: Scheduled-fall semester
- One formal observation: Unannounced-spring semester

The annual observation cycle runs in accordance with the District approved appraisal calendar.

SOAR: Eligible teachers may opt out of the second formal observation through the district's SOAR program. Teachers should speak with their principal for additional information regarding SOAR.

A classroom observation will be the length of an instructional period, or a complete lesson within an instructional period, which consists of a **minimum** of 45 minutes of instruction.

For additional information on T-TESS Window and Due Dates for the 2026-2027 school year, see [Appendix A](#) in this field guide.

In order to determine teacher eligibility for TIA, Grand Prairie ISD will calculate T-TESS dimensions in Domains 2 and 3 as scored on the **summative** appraisal.

Dimension & Domain Scores

There are eight dimensions within Domain 2 (Instruction) and Domain 3 (Learning Environment):

Instruction (Domain 2)

- Achieving Expectations (Dimension 2.1)
- Content Knowledge and Expertise (Dimension 2.2)
- Communication (Dimension 2.3)
- Differentiation (Dimension 2.4)
- Monitor and Adjust (Dimension 2.5)

Learning Environment (Domain 3)

- Classroom Environment, Routines and Procedures (Dimension 3.1)
- Managing Student Behavior (Dimension 3.2)
- Classroom Culture (Dimension 3.3)

Each dimension is scored on a scale of 1-5:

- 1 (Improvement Needed)
- 2 (Developing)
- 3 (Proficient)
- 4 (Accomplished)
- 5 (Distinguished)

Overall T-TESS Average

For TIA, only T-TESS Domain (2) Instruction and Domain (3) Learning Environment are included. These domains were chosen by TEA because they have a significant impact on student improvement and instructional practices. The average of the eight dimensions of Domains 2 and Domains 3 (maximum value of 5) on the summative appraisal is used. For information about the T-TESS score in determining overall TIA designation see [Appendix C](#) in this field guide.

Student Growth Measure

Student growth will be calculated for all students that have a ***designated fall and spring assessment***. Student growth performance is associated with teachers based on the following enrollment criteria:

- teacher of record on Snapshot date (last Friday of October)
- teacher of record at end of year (mid-May)

Students who are no longer enrolled on the campus, but who meet all the above criteria for inclusion on a teacher roster will remain in the teacher's TIA student growth calculations. *This is similar to the inclusion of student results for campus/district state accountability purposes.*

Student growth will be calculated at the teacher level, combined across all assessed content areas for which the teacher has assigned teaching responsibilities. In order for teachers to receive a student growth measure,

- there must be at least ten (10) unique student growth records across assigned students and content areas

For information about which courses will have an eligible student growth measure during the 2026-2027 school year, see [Appendix B](#) in this field guide.

Student Growth Instrument

The instrument used to measure student growth depends on the teaching assignment grade level and subject area.

The following student growth measures are utilized:

- NWEA MAP is used for READING/LANGUAGE ARTS: K-2 and MATH: K- 2
- DISTRICT CREATED PRE-TEST & END OF YEAR STAAR is used for 3rd Math & Reading, 5th & 8th Science, 8th Social Studies, US History
- DISTRICT CREATED PRE & POST TEST is used for MS Band I, MS Choir I, MS Orchestra I, MS Mariachi I , MS Art I, MS Theater I, African-American Studies, Chemistry, Economics, Mexican-American Studies, Personal Financial Literacy & Economics, Physics, Precalculus, Social Studies 6th, Social Studies 7th, Spanish II, US Government, World Geography, World History, 5th Art, 5th Music, HS Art I, HS Band I, HS Choir I, HS Orchestra I, HS Mariachi I, Health, Psychology, Personal Financial Literacy, Aquatic Science, Astronomy, Spanish I, French I, Principles of Business, Marketing & Finance, Financial Math, Medical Terminology, Principles of Food, Agriculture and Natural Resources, Digital Arts & Animation, Environmental Systems, Principles of Arts, Audio/Video Technology, and Communications, Fundamental of Computer Science, AV Production I, Graphic Design I, Prof Comm, Human Growth, Princ of Health Science, Anatomy & Physiology, Princ of Hospitality, Princ of Human Services, Princ of Law Enforcement, Princ of Applied Engineering, English III, English IV, Geometry, Algebraic Reasoning, Algebra II, 6th science, 7th science, AVID 6-8, AVID I, AVID II, AVID III, AVID IV
- DISTRICT CREATED PRE-TEST & AP EXAM is used for AP US History AP Calculus AB, AP Statistics, AP Literature, AP Language, AP Pre-Calculus, AP Physics I
- CIRCLE is used for prekindergarten classrooms for 4+
- FITNESSGRAM is used for PE 5th, 7th, Lifetime Fitness and Wellness Pursuits, Partner PE HS, Partner PE 7th & 8th
- PRIOR YEAR STAAR & END OF YEAR STAAR is used for 4th - 8th Math & Reading/Language Arts, Algebra I, English I, English II, Dyslexia K-12, GT K-5

Calculating Student Growth

The number of students meeting growth expectations and the number of assessed students, regardless of which assessment type and content area, are combined to determine the collective percentage of students meeting growth (Fall snapshot of students in a teacher's class) to the spring (EOY) administration).

STAAR-to-STAAR Student Growth

For grades 4–8 reading/language arts and mathematics, Algebra I, English I, and English II, GPISD measures student growth by comparing prior-year and current-year STAAR results using the state accountability Domain 2A transition tables.

NWEA MAP Student Growth

For grades K-2 reading/language arts and mathematics, student growth is defined by NWEA growth measures for fall/BOY administration to the spring/EOY administration.

Peer Group Student Growth

For students in peer group models, growth is calculated as quintile model, with the district establishing target growth for each quintile of students, to determine the percentage of students who **meet or exceed their growth** from the fall (BOY) administration (Fall snapshot of students in a teacher's class) to the spring (EOY) administration.

The district performs additional analysis, using local historical data, alongside feedback from stakeholders and district leaders, as well as the national data, when available, to ensure fairness, validity and accuracy.

Overall Student Growth

An overall student growth is calculated for teachers, using all available student growth data across grades and/or content areas. To calculate, the total number of students who met or exceeded growth is divided by the total number of student data points. For information about the student growth and how it is used to determine overall TIA designation see [Appendix C](#) in this field guide.

TIA Scoring & Eligibility

To determine annual teacher eligibility for a TIA designation, the following steps are completed at the district-level end-of-year analysis:

1	The Observation Component includes the T-TESS Domains 2 and 3 The Student Growth Component includes the percent of students who met or exceeded growth for students across all TIA eligible courses
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2	The Overall TIA Designation score chart used to identify four levels of designations of teachers. The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA cut points. The district may use the performance minimums to determine overall TIA Designations and/or a Weighted Composite Score to determine TIA Designation. Final TIA Criteria will be made included on TIA scorecard.
3	Individual teacher data is then verified to ensure that the component scores meet the District's performance criteria: • TEA requires the teacher to still be employed as a teacher at the time of TIA data submission. Data submission is typically in the October following the completion of the data collection year • TEA does not permit the district to submit teachers demonstrating the same TIA designation level unless the current TIA designation is expired or in its final year. • If performance criteria is met, TIA designation is submitted to the State for data review; pending TEA data validation, TIA designation is attached to teacher's teaching certificate for a period of 5 years. • If performance criteria is not met, no TIA designation is submitted to the State.

See [Appendix C](#) for additional information on determining overall TIA Designation.

TIA Annual Scorecard

Each year of the TIA evaluation cycle, teachers are provided an annual **scorecard**. The purpose of the scorecard is to provide transparency within Grand Prairie's TIA system. Grand Prairie ISD's DGBA policy is followed if complaints/grievances arise. TIA scorecards provide teachers with an individualized report of the annual TIA outcomes. Scorecard data elements will include:

- TIA designation level, as appropriate
- T-TESS performance as measured by the average of scores of the eight dimensions in domains 2 & 3
- Percentage of students meeting growth outcomes

TIA Evaluation Frequency

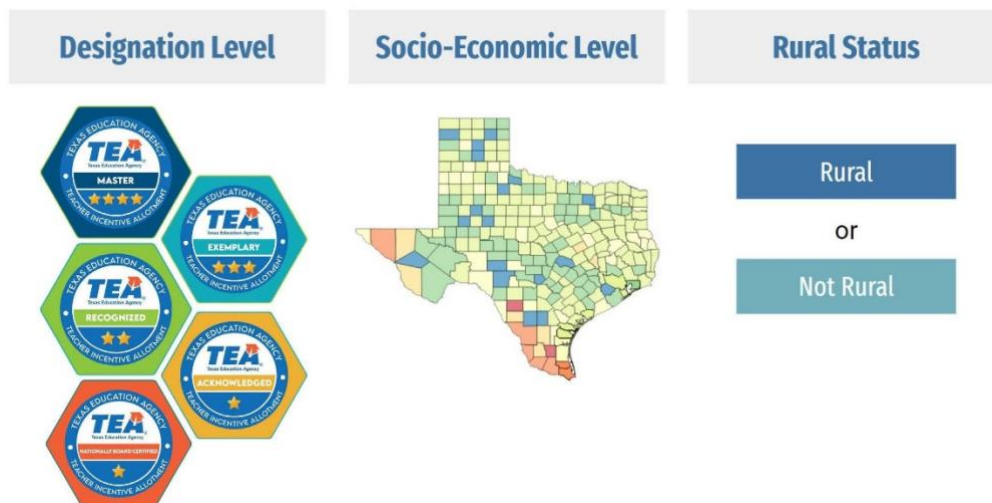
Evaluation of teacher eligibility for a TIA designation is considered **annually**. This means that every year a teacher receives a T-TESS evaluation and has available student growth measure data, the teacher's TIA score is calculated, and the teacher has an opportunity to meet TIA eligibility:

- Teachers with an existing TIA designation will not be annually resubmitted for designation until their final year of their five-year valid TIA designation period if they continue to meet the same designation level - example, a teacher who earned an Exemplary TIA designation during 2023-2024 would not be submitted to maintain their TIA Exemplary designation in 2024-2025 if they continue to earn a qualifying Exemplary designation TIA score and meet the minimum teacher appraisal, student growth component, and leadership capacity minimums. Resubmission is required every 5 years to maintain TIA Designation. A teacher submitted in their final year of designation for a same-level redesignation, allows the new designation to begin immediately after the original expires—without a gap period during data validation. The teacher will still receive the full five years of designation for the original designation and a full five years of the new re-designation.
- Teachers with an existing TIA designation **will be resubmitted for a higher designation** within their five-year valid TIA designation period if a subsequent year performance earns a higher TIA designation - example, a teacher who earned a Recognized TIA designation during 2023-2024 could be submitted in 2024-2025 for a Master TIA designation if they earn a qualifying Master TIA score and meet the teacher appraisal, student growth component minimums.
- Teachers with an existing TIA designation will not be resubmitted to lower a TIA designation within their five-year valid TIA designation period.

TIA Campus Allotment Factors

The TIA program is available to all Texas school districts and open-enrollment charter schools. The amount of TIA funds generated is determined by a formula that considers **campus characteristics**, including student socioeconomic status and campus location:

- Schools with greater student need based on socioeconomic factors generate more TIA funds per TIA designated teacher.
- Rural schools generate more TIA funds per TIA designated teacher based on a higher multiplier applied to students based on socioeconomic factors.



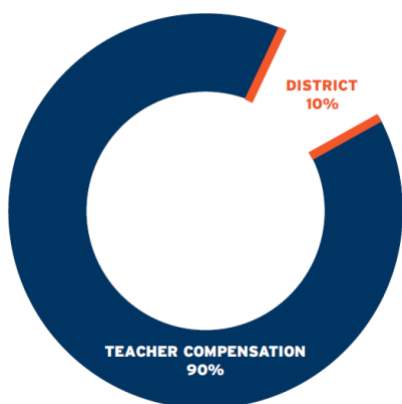
For more information about the TIA allotment calculations, see TEA's [Teacher Incentive Allotment](#) page. For more information about the specific amount of TIA funds generated by TIA designated teachers at every campus across the state, see TEA's [Teacher Incentive Allotment Funding Map](#).

Compensation

Distribution of Compensation

The Teacher Incentive Allotment includes spending requirements outlined in TEC 48.112, including spending at least 90% of the TIA funds on teacher compensation on the campus where the designated teacher works and a maximum of 10% of the TIA funds to be used at a

district level for costs associated with implementing TIA and/or for supporting teachers in earning designations.



TIA-designated teachers in Grand Prairie ISD receive 90% of TIA funds.

Grand Prairie ISD retains 10% of the TIA dollars to support district oversight of the implementation of TIA and ongoing development of TIA resources

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to availability of state funding allocations.

- TIA-designated teachers receive TIA compensation **annually**, prior to August 31st, based on their TIA designation and TIA state funding for their campus of assignment at Winter Roster Snapshot date.

Impact of Compensation

Under GPISD's TIA spending plan, 90% of TIA funds are allocated for teacher compensation and associated employee and employer benefit costs. The district's remaining 10% allocation supports program administration, personnel, and resources required to maintain the TIA program.

TIA compensation is TRS-eligible and subject to applicable tax and benefit deductions. The teacher's TIA allocation is used to cover both employee and employer benefit costs associated with the payment. The remaining amount is paid to the teacher as gross TIA compensation and is subject to applicable payroll deductions.

GPISD issues TIA compensation as supplemental wages and applies the federal supplemental wage withholding rate, currently 22%, for federal income tax withholding.

Please refer to [Appendix D](#) for Teacher Incentive Allotment (TIA) Compensation Plan.

Movement of Teachers

- If a teacher moves campuses within the district during the school year, the teacher will receive the allotment of funds generated by the state at the campus where the teacher is teaching during Winter Roster Verification.
- If a teacher leaves Grand Prairie ISD prior to Winter Roster Verification, they will not receive TIA funds from Grand Prairie ISD.
- If a TIA designated teacher retires from Grand Prairie ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st.
- If a TIA designated teacher leaves Grand Prairie ISD for reasons other than retirement after the Class Roster Winter Submission but prior to distribution of TIA funds by GPISD, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The TIA funds will be re-distributed at the campus to teachers where the TIA designated teacher was employed at Class Roster Winter Submission.

Annual TIA Evaluation Cycle

The T-TESS evaluation cycle is critical to ensure teachers are provided support in achieving and maintaining high levels of instructional effectiveness. See Grand Prairie ISD's board policy DNA, legal and local and DGBA legal and local for additional information. Therefore, Grand Prairie ISD has created a T-TESS Appraisal Calendar that provides the structure necessary for an efficient feedback structure. See [Appendix E](#).

TIA Timeline

Participation in the State's TIA compensation program requires that districts follow a series of activities to seek TEA approval of the locally developed program implementation. Timelines are provided below. Activities in bold text are complete.



Submit TIA application detailing locally developed system (by April 2026)



Receive TEA approval of TIA application (August 2026)



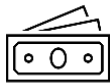
Data collection (SY 2026-2027)



Data submission to Texas Tech for review (October, 2027)



Final notification of data validity & reliability and approval of district TIA system (Spring 2028)



TIA fund payout (Summer 2028)

Helpful Resources

Grand Prairie ISD Resources

If you have questions, please email tia@gpisd.org

[GPISD Teacher Incentive Allotment site](#)

External Resources

[TEA Teacher Incentive Allotment](#)

[TEA Teacher Incentive Allotment Funding Allotment Map](#)

Appendix A: T-TESS Conference Protocols

T-TESS conference protocols:

- Prior to **scheduled** observations, the T-TESS evaluator will conduct a “pre-conference” meeting with the teacher to ask pertinent background questions about the lesson plan and the students in the class in order to provide context.
 - For staff new to GPISD, a Goal Setting and Professional Development Conference will be conducted as part of the pre-conference prior to the teacher submitting a goal setting plan.
- After each classroom/lesson observation, the teacher who was observed will receive a written summary and oral feedback from the individual evaluator in a “post-conference” meeting within 10 working days of the observation.
 - A written summative appraisal & conference will be held at least 15 days prior to the end of school to discuss overall performance for the year. Teachers will have the opportunity to provide evidence for the Teacher Responsibilities rubric prior to the summative conference.
 - Post-observation conferences following each observation may not be waived.
- At the beginning of the year, teachers will engage in personal goal setting and planning for professional development with their appraiser.
- Walkthroughs shall be conducted throughout the year. They are typically brief, non-scheduled, informal observations.
- Cumulative documentation will not be used in the formal observation but will be considered in the summative report. Cumulative documentation that may impact a teacher’s evaluation must be shared with the teacher within 10 working days.
- Any third-party information from a source other than the teacher’s supervisor that the appraiser wishes to include as cumulative data shall be verified and documented by the appraiser and shared with the teacher within 10 days of knowledge of the verified information.
- If the teacher wishes to have their response to documentation considered for appraisal purposes, their response must be provided to the appraiser within 10 working days.
- If a teacher’s principal/supervisor is unable to fulfill the appraisal process requirements, School Leadership must be notified and, in collaboration with the Human Capital Department, will assign another appraiser to serve as the teacher’s supervisor to complete the appraisal process.
- Teachers are provided one opportunity to waive the scheduled observation due to unforeseen circumstances. The appropriate form is required to be provided to the appraiser prior to the scheduled observation. A new pre-observation conference and observation will need to be rescheduled with the appraiser.

Appendix B: TIA Designation Eligible Courses

2026-2027 TIA Eligible Courses at ALL GPISD campuses:

Service ID	Service Description	Subject Description	Grade Level
N1290001	ADVANCEMENT VIA INDIVIDUAL DETERMINATION I	OTHER	GRADES 9-12
N1290002	ADVANCEMENT VIA INDIVIDUAL DETERMINATION II	OTHER	GRADES 9-12
N1290030	ADVANCEMENT VIA INDIVIDUAL DETERMINATION III	OTHER	GRADES 9-12
N1290033	ADVANCEMENT VIA INDIVIDUAL DETERMINATION IV	OTHER	GRADES 9-12
03100500	ALGEBRA I	MATHEMATICS	GRADES 9-12
03100507	ALGEBRA I	MATHEMATICS	GRADES 9-12
03100600	ALGEBRA II	MATHEMATICS	GRADES 9-12
03102540	ALGEBRAIC REASONING	MATHEMATICS	GRADES 9-12
13020600	ANATOMY AND PHYSIOLOGY	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
A3100101	AP CALCULUS AB	MATHEMATICS	GRADES 9-12
A3220100	AP ENGLISH LANGUAGE AND COMPOSITION	ENGLISH LANGUAGE ARTS	GRADES 9-12
A3220200	AP ENGLISH LITERATURE AND COMPOSITION	ENGLISH LANGUAGE ARTS	GRADES 9-12
A3050003	AP PHYSICS 1: ALGEBRA BASED	SCIENCE	GRADES 9-12
A3100200	AP STATISTICS	MATHEMATICS	GRADES 9-12
A3340100	AP UNITED STATES HISTORY	SOCIAL STUDIES	GRADES 9-12
03030000	AQUATIC SCIENCE	SCIENCE	GRADES 9-12
03500100	ART I	FINE ARTS	GRADES 9-12
02510008	ART, GRADE 5	FINE ARTS	GRADE 5
03154110	ART, MIDDLE SCHOOL 1	FINE ARTS	MIDDLE SCHOOL (GRADES 6 - 8)
03060100	ASTRONOMY	SCIENCE	GRADES 9-12
13008500	AUDIO/VIDEO PRODUCTION I	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03010200	BIOLOGY	SCIENCE	GRADES 9-12
03010207	BIOLOGY	SCIENCE	GRADES 9-12
03040000	CHEMISTRY	SCIENCE	GRADES 9-12
03580500	DIGITAL ART AND ANIMATION	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03310300	ECONOMICS WITH EMPHASIS ON THE FREE ENTERPRISE SYSTEM AND ITS BENEFITS	SOCIAL STUDIES	GRADES 9-12
03220100	ENGLISH I	ENGLISH LANGUAGE ARTS	GRADES 9-12
03200600	ENGLISH I FOR SPEAKERS OF OTHER LANGUAGES	ENGLISH LANGUAGE ARTS	GRADES 9-12

03220107	ENGLISH I	ENGLISH LANGUAGE ARTS	GRADES 9-12
03220200	ENGLISH II	ENGLISH LANGUAGE ARTS	GRADES 9-12
03200700	ENGLISH II FOR SPEAKERS OF OTHER LANGUAGES	ENGLISH LANGUAGE ARTS	GRADES 9-12
03220207	ENGLISH II	ENGLISH LANGUAGE ARTS	GRADES 9-12
03220300	ENGLISH III	ENGLISH LANGUAGE ARTS	GRADES 9-12
03220400	ENGLISH IV	ENGLISH LANGUAGE ARTS	GRADES 9-12
02625010	ENGLISH LANGUAGE ARTS AND READING, GRADE 1	ENGLISH LANGUAGE ARTS	GRADE 1
02625020	ENGLISH LANGUAGE ARTS AND READING, GRADE 2	ENGLISH LANGUAGE ARTS	GRADE 2
02625030	ENGLISH LANGUAGE ARTS AND READING, GRADE 3	ENGLISH LANGUAGE ARTS	GRADE 3
02625040	ENGLISH LANGUAGE ARTS AND READING, GRADE 4	ENGLISH LANGUAGE ARTS	GRADE 4
02625050	ENGLISH LANGUAGE ARTS AND READING, GRADE 5	ENGLISH LANGUAGE ARTS	GRADE 5
03200510	ENGLISH LANGUAGE ARTS AND READING, GRADE 6	ENGLISH LANGUAGE ARTS	GRADE 6
03200520	ENGLISH LANGUAGE ARTS AND READING, GRADE 7	ENGLISH LANGUAGE ARTS	GRADE 7
03200530	ENGLISH LANGUAGE ARTS AND READING, GRADE 8	ENGLISH LANGUAGE ARTS	GRADE 8
02625001	ENGLISH LANGUAGE ARTS AND READING, KINDERGARTEN	ENGLISH LANGUAGE ARTS	KINDERGARTEN
03200531	ENGLISH LEARNERS LANGUAGE ARTS (ELLA), GRADE 7	ENGLISH LANGUAGE ARTS	GRADE 7
03200532	ENGLISH LEARNERS LANGUAGE ARTS (ELLA), GRADE 8	ENGLISH LANGUAGE ARTS	GRADE 8
03020000	ENVIRONMENTAL SYSTEMS	SCIENCE	GRADES 9-12
03380085	ETHNIC STUDIES: AFRICAN AMERICAN STUDIES	SOCIAL STUDIES	GRADES 9-12
03380084	ETHNIC STUDIES: MEXICAN AMERICAN STUDIES	SOCIAL STUDIES	GRADES 9-12
13018000	FINANCIAL MATHEMATICS	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03580140	FUNDAMENTALS OF COMPUTER SCIENCE	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03100700	GEOMETRY	MATHEMATICS	GRADES 9-12
02010000	GRADE 1	SELF-CONTAINED	GRADE 1
02020000	GRADE 2	SELF-CONTAINED	GRADE 2
02030000	GRADE 3	SELF-CONTAINED	GRADE 3
02040000	GRADE 4	SELF-CONTAINED	GRADE 4
02050000	GRADE 5	SELF-CONTAINED	GRADE 5
02060000	GRADE 6, SELF-CONTAINED	SELF-CONTAINED	GRADE 6
13008800	GRAPHIC DESIGN AND ILLUSTRATION I	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12

13008810	GRAPHIC DESIGN AND ILLUSTRATION I/GRAPHIC DESIGN AND ILLUSTRATION I LAB	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03810100	HEALTH I	PHYSICAL ED. & HEALTH	GRADES 9-12
13014300	HUMAN GROWTH AND DEVELOPMENT	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
01020000	KINDERGARTEN	SELF-CONTAINED	KINDERGARTEN
03410100	LANGUAGES OTHER THAN ENGLISH LEVEL I - FRENCH	FOREIGN LANGUAGE	GRADES 9-12
03440100	LANGUAGES OTHER THAN ENGLISH LEVEL I - SPANISH	FOREIGN LANGUAGE	GRADES 9-12
03440200	LANGUAGES OTHER THAN ENGLISH LEVEL II - SPANISH	FOREIGN LANGUAGE	GRADES 9-12
PES00051	LIFETIME FITNESS AND WELLNESS PURSUITS	PHYSICAL ED. & HEALTH	GRADES 9-12
82000XXX	LOCAL-CREDIT COURSE - ENGLISH LANGUAGE ARTS, DEPARTMENTALIZED GRADE 6	ENGLISH LANGUAGE ARTS	GRADE 6
82910XXX	LOCAL-CREDIT COURSE - ENGLISH LANGUAGE ARTS, GRADE 7	ENGLISH LANGUAGE ARTS	GRADE 7
83000XXX	LOCAL-CREDIT COURSE - ENGLISH LANGUAGE ARTS, GRADE 8	ENGLISH LANGUAGE ARTS	GRADE 8
82100XXX	LOCAL-CREDIT COURSE - MATHEMATICS, DEPARTMENTALIZED GRADE 6	MATHEMATICS	GRADE 6
82920XXX	LOCAL-CREDIT COURSE - MATHEMATICS, GRADE 7	MATHEMATICS	GRADE 7
83100XXX	LOCAL-CREDIT COURSE - MATHEMATICS, GRADE 8	MATHEMATICS	GRADE 8
82900XXX	LOCAL-CREDIT COURSE - OTHER DEPARTMENTALIZED, GRADE 6	OTHER	GRADE 6
80900XXX	LOCAL-CREDIT COURSE - OTHER ELEMENTARY	OTHER	KINDERGARTEN/ELEMENTARY (K-6)
82990XXX	LOCAL-CREDIT COURSE - OTHER, GRADE 7	OTHER	GRADE 7
83800XXX	LOCAL-CREDIT COURSE - OTHER, GRADE 8	OTHER	GRADE 8
02820000	MATHEMATICS, DEPARTMENTALIZED GRADE 6	MATHEMATICS	GRADE 6
02640010	MATHEMATICS, GRADE 1	MATHEMATICS	GRADE 1
02640020	MATHEMATICS, GRADE 2	MATHEMATICS	GRADE 2
02640030	MATHEMATICS, GRADE 3	MATHEMATICS	GRADE 3
02640040	MATHEMATICS, GRADE 4	MATHEMATICS	GRADE 4
02640050	MATHEMATICS, GRADE 5	MATHEMATICS	GRADE 5
02640060	MATHEMATICS, GRADE 6	MATHEMATICS	GRADE 6
03103000	MATHEMATICS, GRADE 7	MATHEMATICS	GRADE 7
03103100	MATHEMATICS, GRADE 8	MATHEMATICS	GRADE 8

02640005	MATHEMATICS, KINDERGARTEN	MATHEMATICS	KINDERGARTEN
13020300	MEDICAL TERMINOLOGY	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03150100	MUSIC I, BAND I	FINE ARTS	GRADES 9-12
03150900	MUSIC I, CHOIR I	FINE ARTS	GRADES 9-12
03153800	MUSIC I, MARIACHI I	FINE ARTS	GRADES 9-12
03150500	MUSIC I, ORCHESTRA I	FINE ARTS	GRADES 9-12
02520009	MUSIC, GRADE 5	FINE ARTS	GRADE 5
03154130	MUSIC, MIDDLE SCHOOL 1, BAND	FINE ARTS	MIDDLE SCHOOL (GRADES 6 - 8)
03154131	MUSIC, MIDDLE SCHOOL 1, CHOIR	FINE ARTS	MIDDLE SCHOOL (GRADES 6 - 8)
03154132	MUSIC, MIDDLE SCHOOL 1, ORCHESTRA	FINE ARTS	MIDDLE SCHOOL (GRADES 6 - 8)
03380083	PERSONAL FINANCIAL LITERACY AND ECONOMICS	SOCIAL STUDIES	GRADES 9-12
03380082	PERSONAL FINANCIAL LITERACY	SOCIAL STUDIES	GRADES 9-12
02850000	PHYSICAL EDUCATION, DEPARTMENTALIZED GRADE 6	PHYSICAL ED. & HEALTH	GRADE 6
02530008	PHYSICAL EDUCATION, GRADE 5	PHYSICAL ED. & HEALTH	GRADE 5
03050000	PHYSICS	SCIENCE	GRADES 9-12
03101100	PRECALCULUS	MATHEMATICS	GRADES 9-12
01010000	PREKINDERGARTEN	SELF-CONTAINED	PRE-KINDERGARTEN
13000200	PRINCIPLES OF AGRICULTURE, FOOD, AND NATURAL RESOURCES	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13036200	PRINCIPLES OF APPLIED ENGINEERING	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13008200	PRINCIPLES OF ARTS, AUDIO/VIDEO TECHNOLOGY, AND COMMUNICATIONS	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13011200	PRINCIPLES OF BUSINESS, MARKETING, AND FINANCE	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13020200	PRINCIPLES OF HEALTH SCIENCE	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13022200	PRINCIPLES OF HOSPITALITY AND TOURISM	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13024200	PRINCIPLES OF HUMAN SERVICES	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13029200	PRINCIPLES OF LAW, PUBLIC SAFETY, CORRECTIONS, AND SECURITY	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
13009900	PROFESSIONAL COMMUNICATIONS	CAREER & TECHNOLOGY EDUCATION	GRADES 9-12
03350100	PSYCHOLOGY	SOCIAL STUDIES	GRADES 9-12
03273410	READING ELECTIVE, GRADE 6	ENGLISH LANGUAGE ARTS	GRADE 6

03273420	READING ELECTIVE, GRADE 7	ENGLISH LANGUAGE ARTS	GRADE 7
03273430	READING ELECTIVE, GRADE 8	ENGLISH LANGUAGE ARTS	GRADE 8
03270800	READING II	ENGLISH LANGUAGE ARTS	GRADES 9-12
02830000	SCIENCE, DEPARTMENTALIZED GRADE 6	SCIENCE	GRADE 6
02650500	SCIENCE, GRADE 5	SCIENCE	GRADE 5
03060600	SCIENCE, GRADE 6	SCIENCE	GRADE 6
03060700	SCIENCE, GRADE 7	SCIENCE	GRADE 7
03060800	SCIENCE, GRADE 8	SCIENCE	GRADE 8
PES00056	SKILL-BASED LIFETIME ACTIVITIES	PHYSICAL ED. & HEALTH	GRADES 9-12
02870000	SOCIAL STUDIES, DEPARTMENTALIZED GRADE 6	SOCIAL STUDIES	GRADE 6
02660060	SOCIAL STUDIES, GRADE 6	SOCIAL STUDIES	GRADE 6
03343000	SOCIAL STUDIES, GRADE 7	SOCIAL STUDIES	GRADE 7
03343100	SOCIAL STUDIES, GRADE 8	SOCIAL STUDIES	GRADE 8
03154140	THEATRE, MIDDLE SCHOOL 1	FINE ARTS	MIDDLE SCHOOL (GRADES 6 - 8)
03154240	THEATRE, MIDDLE SCHOOL 2	FINE ARTS	MIDDLE SCHOOL (GRADES 6 - 8)
03154340	THEATRE, MIDDLE SCHOOL 3	FINE ARTS	MIDDLE SCHOOL (GRADES 6 - 8)
03330100	UNITED STATES GOVERNMENT	SOCIAL STUDIES	GRADES 9-12
03340100	UNITED STATES HISTORY STUDIES SINCE 1877	SOCIAL STUDIES	GRADES 9-12
03340107	UNITED STATES HISTORY STUDIES SINCE 1877	SOCIAL STUDIES	GRADES 9-12
03320100	WORLD GEOGRAPHY STUDIES	SOCIAL STUDIES	GRADES 9-12
03340400	WORLD HISTORY STUDIES	SOCIAL STUDIES	GRADES 9-12
A3100100	AP PRECALCULUS	MATHEMATICS	GRADES 9-12
03103210	GRADE 6, MIDDLE SCHOOL ADVANCED MATHEMATICS	MATHEMATICS	GRADE 6
03103220	GRADE 7, MIDDLE SCHOOL ADVANCED MATHEMATICS	MATHEMATICS	GRADE 7
03103230	GRADE 8, MIDDLE SCHOOL ADVANCED MATHEMATICS, ALGEBRA I	MATHEMATICS	GRADE 8
03103310	LOCALLY DEVELOPED ADVANCED MATHEMATICS, GRADE 6	MATHEMATICS	GRADE 6
03103320	LOCALLY DEVELOPED ADVANCED MATHEMATICS, GRADE 7	MATHEMATICS	GRADE 7
03823070	PHYSICAL EDUCATION, GRADE 7	PHYSICAL ED. & HEALTH	GRADE 7

Appendix C: Overall TIA Designation Levels

Anticipated performance minimums for the 2026-2027 School Year. The following charts outline the preliminary minimum required thresholds for each designation level. Final decisions will be published in October 2027.

Minimum thresholds to achieve the final designation labels. A teacher must meet the performance minimum in both areas to be submitted for the overall TIA Designation.

	Observation Score	Student Growth Score
Acknowledged	3.5	50%
Recognized	3.7	55%
Exemplary	3.9	60%
Master	4.5	70%

TIA scores and designation determinations will be submitted to Texas Tech University for validation. If the district does not pass data validation, NO designations can be conferred. Final designations will be conferred by TEA each spring.

TEA does not accept re-submissions if an error in calculations are discovered after the data has been submitted. The teacher is eligible for re-submission the following year.

Appendix D: GPISD Teacher Incentive Allotment Compensation Plan

Distribution of Compensation

Statute requires that 90% of Teacher Incentive Allotment (TIA) funds be distributed directly to teachers at the designated teacher's campus:

- The individual TIA-designated teacher will be allocated 90% of the teacher TIA dollars for distribution.

The District shall retain 10% of the TIA dollars to use as follows (includes but is not limited to):

- To support district oversight of the implementation of TIA and ongoing development of TIA and resources.
- To provide instructional resources and professional development to support teachers in obtaining TIA Designations.

See below for additional information regarding deductions.

This same compensation plan will be used for designated teachers entering Grand Prairie ISD with a designation and distributed as described according to their campus assignment.

Frequency of Compensation

TIA compensation is an annual allotment provided by the State and subject to the availability of state funding allocations.

- TIA-designated teachers will receive TIA compensation **annually** based on their TIA designation and TIA state funding for their campus of assignment at Class Roster Winter Submission.
- Compensation will be distributed prior to **August 31st**, provided all information is received per TEA's published timelines.

TRS Retirement Impact of Compensation

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

Deduction Information

Employees are responsible to pay **both** the employee and employer benefit and tax costs. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

Understanding Your TIA Payment

The amount shown by TEA is the amount your TIA designation generates for the district. It is not the amount of your TIA check. TEA requires at least 90% of TIA funds to be spent on teacher compensation at the campus where the designated teacher works and allows districts to retain up to 10% to support the local TIA designation system.¹

The 90% represents a compensation allocation. The teacher's final payment reflects both employee and employer TRS and tax obligations, as allowed by TEA. These obligations are considered part of total compensation.²

Example: \$10,000 TEA-Generated Allotment

Calculation	Amount
TEA-generated allotment	\$10,000.00
Less: 10% retained by GPISD to support the local TIA designation system	– \$1,000.00
90% compensation allocation	\$9,000.00
Less: Employer Medicare, 1.45%	– \$130.50
Less: Employer TRS-Care, 0.75%	– \$67.50
Less: Employer Statutory Minimum Contribution, 8.25% ³	– \$742.50
Less: Employee TRS retirement contribution, 8.25%	– \$742.50
Less: Employee TRS-Care contribution, 0.65% ³	– \$58.50
Less: Employee Medicare, 1.45%	– \$130.50
Less: Federal income tax withholding, 22% after employee TRS retirement contribution ⁴	– \$1,816.65
Illustrative payment after these deductions	\$5,311.35

This example is for illustration only. Actual TIA allotment amounts will vary. Contribution and federal withholding rules or rates may change based on state or federal requirements.

What Can Change from Year to Year?

- TEA-generated allotment: TEA recalculates allotment values annually based on designation level and campus factors, including socioeconomic need and rurality.⁵

- Required contribution rates: State-required employer and employee contribution rates may change.
- Federal withholding rules or rates: Federal requirements for supplemental wage withholding may change.
- Campus assignment: If you change campuses from one year to the next, your TIA-generated allotment may change because campus characteristics are part of the state funding calculation.

GPISD generally issues TIA payments in August, shortly before the regular August 20 payroll, although the exact payment date may vary.

Footnotes

1. Texas Education Agency, *TIA Spending Guidance for District Business Offices*, January 2026, p. 4. TEA requires at least 90% of TIA funds to be spent on teacher compensation at the campus where the designated teacher works and permits up to 10% to support the local designation system.
2. Texas Education Agency, *TIA Spending Guidance for District Business Offices*, January 2026, pp. 4 and 6. TEA allows employee and employer contributions associated with TIA compensation to be paid from the compensation portion of the allotment and considers benefit costs part of overall compensation.
3. Texas Education Agency, *TIA Spending Guidance for District Business Offices*, January 2026, pp. 4 and 6. TIA compensation is subject to applicable TRS contributions, including the Statutory Minimum Contribution. Current contribution rates should be confirmed for the applicable payment year.
4. Internal Revenue Service, *Publication 15, Employer's Tax Guide*. Under the flat-rate method for separately identified supplemental wages, the current federal income tax withholding rate is 22%. In the example above, the employee TRS retirement contribution is deducted before the 22% federal withholding is calculated.
5. Texas Education Agency, *TIA Spending Guidance for District Business Offices*, January 2026, pp. 2–3. TIA allotment values are calculated annually and depend on designation level, socioeconomic need, and campus rurality.

Teachers Leaving Grand Prairie ISD

If a teacher retires from Grand Prairie ISD after the Class Roster Winter Submission, the teacher will receive the funding amount allocated to them based on the TIA approved by TEA. These funds will be paid prior to August 31st. If a teacher leaves Grand Prairie ISD for reasons other than retirement after the Class Roster Winter Submission but prior to distribution of TIA funds, the teacher will not receive the funding amount allocated to them based on the TIA approved by TEA. The departing teacher's home campus will receive the allocated funds to be distributed equally among the remaining designated teachers. If there are no other designated teachers on that campus, the allotted funds will be equally distributed among all teachers on that campus who were eligible to earn a designation.

Appendix E: 2026-2027 T-TESS Appraisal Calendar

July 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026

S	M	T	W	T	F	S
						1
2	★	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

September 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

October 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	



2026-2027 TTESS Appraisal Calendar for Teachers

★ TTESS Appraisal Period 08/03-5/28

Campus TTESS Orientation Window 8/3-8/14

Goal Setting and PD Plan Window 8/17 - 9/17

🕒 Formal Observations May Begin 8/31

Fall Observation Window 8/31 - 12/4

Spring Observation Window 1/6 - 3/5

EOY Conference and Written Summative Window 3/8 - 4/23

📁 Written Summative in Digital Personnel File via Laserfiche 5/14 (Teachers Upload These)

✗ Non-Observation Day
9/4; 10/8; 11/20; 12/18; 1/15; 2/12

GPISD does not participate in less than annual appraisals.

Non-School Day	AM Campus PD / PM Split (New Teacher Academy or Campus PD)
Professional Development	AM PD / PM Teacher Work Day
Teacher Work Day	Inclement Weather Day
Inclement Weather Day	Vector Solutions
Vector Solutions	() Beginning/Ending Nine Weeks

Semesters/Nine Weeks

August 11-October 8	42 days
October 14-December 18	41 days
First Semester	83 days

January 6-March 11	45 days
March 22-May 27	47 days
Second Semester	92 days

Total Days 175 days (77,875 mins.)

Students: 175 Days

Teachers: 187 Days

Note: Subject to change by legislative action

January 2027

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	✗	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	✗	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Approved: 12/11/2025