

## The Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) was funded in House Bill 3 (HB 3) by the 86<sup>th</sup> Texas Legislature in June 2019. HB 3 established an optional Teacher Incentive Allotment with a stated goal of a six-figure salary for teachers who prioritize teaching in high needs areas and rural district campuses. The state hopes to recruit, retain, and reward exceptional teachers through TIA.

For each classroom teacher with a teacher designation under TEC Section 21.3521 employed by a school district, the school district is entitled to an allotment equal to the following applicable base amount increased by the high needs and rural factor as determined below:

- (1) \$12,000, or an increased amount not to exceed \$32,000, for each *Master Teacher*;
- (2) \$6,000, or an increased amount not to exceed \$18,000, for each *Exemplary Teacher*;
- and
- (3) \$3,000, or an increased amount not to exceed \$9,000, for each *Recognized Teacher*.

The high needs and rural factors are determined by multiplying a point value (0.5, 1.0, 2.0, 3.0, or 4.0), assigned to each student at a district campus, from least to most severe economic disadvantage according to the census block in which the student resides, for a student from whom the district receives a compensatory education allotment under TEC 48.104(b). If the campus at which a student is enrolled is classified as a rural campus, a student is assigned the point value two tiers higher than the student's point value. In each year the Commissioner of Education will provide the public with a list of campuses with projected allotment amounts per teacher designation at each campus.

The state has indicated that the purpose of this initiative is to provide TIA Designations, and therefore increased compensation, to approximately the top 33% of teachers across the state of Texas.

There are two pathways for teachers to be Designated under the Teacher Incentive Allotment: (1) through a district's local optional teacher designation system; and (2) through National Board Certification. A teacher with National Board Certification will automatically receive a Designation of *Recognized* by the state. Teachers in eligible teaching assignments of a district's local optional teacher designation system have the opportunity to obtain a Designation of *Recognized*, *Exemplary*, or *Master*.

For more information on the Teacher Incentive Allotment, please visit [www.tiatexas.org](http://www.tiatexas.org).