

**WICHITA FALLS ISD BOARD OF TRUSTEES**  
**April 13, 2026**

<b>Agenda Item:</b>	Teacher Incentive Allocation System Renewal		
<b>Administrator Responsible:</b>	Cyndy Kohl, Director of Student Evaluation		
<b>Attachments:</b>	Teacher Incentive Allocation Renewal Application Presentation		
<input type="checkbox"/> Action Needed	<input checked="" type="checkbox"/> Future Action	<input type="checkbox"/> Presentation	<input type="checkbox"/> Report

**Administrative Recommendation:**

That the Wichita Falls Independent School District Board of Trustees approve the proposed agenda item as submitted by Cyndy Kohl, Director of Student Evaluation, and as recommended by Dr. Donny Lee, Superintendent of Schools.

**Explanation:**

The State of Texas requires Districts that have a Teacher Incentive Allotment system to submit a renewal application every 5 years. The 2025-2026 school year is the year that Wichita Falls ISD is required to submit the renewal application. The application is due no later than April 15, 2026. The TIA Spending Plan is a part of the renewal application and is required to be approved by the Board of Trustees at the time that the rest of the District budget is approved.

**Spending Plan Recommendation:**

- 90% goes directly to the teacher who earned the designation. The teacher pays benefits and TRS fees out of this amount.
- 10% is reserved by the District to off-set costs directly related to the implementation of the TIA System:
  - Professional Development with a focus on improving instruction within the general education classroom.
  - Fund central supports in the form of the TIA coordinator salary.
  - TIA assessment costs such as 3<sup>rd</sup> party assessments used to measure student growth as the number of eligible teacher groups expand.
  - Other student growth costs such as funding of Eduphoria (which is used to track student growth and teacher observation data).

**Pay-Out Recommendations:**

- The allocation amount for teachers earning a designation for the first time will be paid in the form of a onetime stipend in late spring / early summer but not later than August 31.
- In subsequent years, teachers will be paid in advance in the form of a monthly allowance based on the previous spring's allocation amounts. Settle up will occur in late spring / early summer to ensure that the teacher receives the full allocation amount that has been earned.

- In compliance with TIA guidelines, allocation amounts paid to teachers will be paid out no later than August 31 of each year.

**Fiscal Note:**

Each September, the state reimburses TIA allocation amounts for the previous year. Therefore, the District is paying allocations a year in advance of the reimbursement of allocations from the state.