



Gregory-Portland Independent School District

BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS DR. ISMAEL

FROM: GONZALEZ III

CC: BOARD OF TRUSTEES
PENNY ARMSTRONG
DR. MICHAEL NORRIS
DEBORAH GARZA
MICHAEL THIEME
DR. WILLIAM STOUT
BRITTNEY SOLIZ-SANDOVAL

DATE: Monday, June 22, 2026

SUBJECT: Discuss and Take Possible Action to Approve the 2025-2026 Teacher Incentive Allotment (TIA) Spending Plan (Cohort E) and Budget Amendments

PRIORITIES

PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

N/A

PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

N/A

PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

N/A

PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability
- 4.3 Ensure strategic alignment of resources

BACKGROUND INFORMATION:

Type: Regular Business Action Item

HB 3 of the 86th Texas Legislature enacted the Teacher Incentive Allotment (TIA) to recognize outstanding teachers in three distinct levels: Recognized, Exemplary and Master. The goal was to establish pathways for teachers to earn a six figure salary. Teachers can earn an automatic Recognized designation through the National Board Certification or they can earn any distinct level designation through working in a district that has established a Local Designation System. G-PISD 's Local Designation System has been approved by TEA and a Teacher Incentive Allotment Guidebook was developed to implement the program. In addition, the District has developed a spending plan using guidance from TEA as follows:

Formalizing the Spending Plan

Once a district has narrowed down spending plan options, the TIA Lead(s) may work with the district business office to examine the feasibility of each option and consult with impacted departments. Teacher spending plans often require additional support from the district chief financial officer (CFO), payroll department, or human resources. Prior to completing the System Application, the district must finalize decisions on the timing, amount, and mode of compensation, and ensure district departments have the capacity to implement the spending plan. Once the district's System Application is accepted, the district may amend their spending plan and/or budget through their normal local procedures.

Districts should obtain school board approval of the proposed spending plan. Most districts choose to either do this annually or the summer before they anticipate designating and compensating TIA teachers, which is often the year after the Data Capture Year. Once the district's System Application is accepted, best practice is to communicate the spending plan to teachers and stakeholders and make it accessible.

FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

TIA Allotment is funded from Foundation School Program (FSP) and there are no limits to the number of teachers that can be designated, and no limits to funding. For 2025-2026, there are one-hundred and forty-nine (149) designated teachers that generated a total of \$1,424,682 allotment for the District. The program requires districts to allocate 90% of the allotment to compensation on the designated teachers campus. The District has elected to spend 90% of the allotment, or \$1,282,214 including employer benefits to compensate designated teachers. The District also elected to allocate \$142,468 (10% maximum allowable) to support the costs associated with implementing a local designation system. The District's designation fees were \$31,000 which are separately funded, bringing the total TIA allotment revenue matching expenditures in the amount of \$1,455,682.

BOARD RELATED POLICY:

CE (LOCAL)

DEA (LOCAL)

ACTION ITEM SUGGESTED MOTION (if applicable):

Administration recommends that the board approve the District's 2025-2026 Teacher Incentive Allotment Spending Plan and Budget Amendment for TIA including teacher compensation and other allowable expenditures associated with implementing the spending plan.