



BELLVILLE INDEPENDENT SCHOOL DISTRICT

Meeting of the BISD Board of Trustees

MARCH 26, 2026

Subject:	Consider action on BISD TIA Application and Guidebook
Presenter:	Dr. Nicole Poenitzsch, Superintendent
Board Policy:	DGA: Local & FNS: Local
BISD Goal:	2. Foster a connected, collaborative, and strategic approach to continuous improvement of the district. [LEADERSHIP]

Summary:	<p>The Teacher Incentive Allotment (TIA) was established in 2019 with the goal of providing outstanding teachers with an accessible pathway to a six-figure salary. Unlike previous education programs, TIA is not a grant. Based in the Texas Education Code (TEC) §§21.3521 and 48.112, TIA is built to provide lasting funds for outstanding Texas teachers to remain in the classroom, especially in high-needs and rural areas. Through approved local designation systems, districts can reward and compensate their teachers based on teacher performance.</p> <p>House Bill 2 (HB 2) was enacted by the 89th Texas Legislature and signed into law by Governor Abbott on June 4, 2025. HB 2 has expanded funding for TIA district supports, increased teacher eligibility and allotments, and introduced Enhanced TIA for districts implementing advanced compensation systems. The TIA program intends to recruit, support, and retain highly effective teachers in all schools.</p> <p>A comprehensive overview of the Teacher Incentive Allotment system can be found at https://tiatexas.org. TIA earnings are credited in the Teacher Retirement System (TRS) and will be used in retirement benefits calculations.</p>
Attachments:	BISD TIA Guidebook
Recommendation:	The recommendation is for the Board to: move to approve Bellville ISD's TIA Guidebook as presented by the Superintendent.

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