



Decatur Independent School District

Board of Trustees Agenda Item

To: Board of Trustees

From: Taylor Williams

Subject: Teacher Incentive Allotment Compensation Plan

Meeting Date: July 30, 2026

Type of Item: ☐ Information ☐ Presentation ☐ Consent Agenda ☐ Discussion ☒ Action

Supporting Documents: ☒ Yes ☐ No

Background Information and Rationale:

The Texas Education Agency (TEA) approved Decatur ISD's Teacher Incentive Allotment (TIA) Local Designation System application, allowing the district to participate in the state-funded Teacher Incentive Allotment program beginning with the 2026–2027 implementation year. Established through House Bill 3, TIA recognizes, recruits, and retains highly effective educators through performance-based compensation.

As part of program implementation, TEA requires participating districts to adopt a board-approved compensation plan outlining the distribution of TIA funds in accordance with state statute. The proposed compensation plan establishes Decatur ISD's methodology for distributing funds through a salary add-on model for designated teachers, compensation for eligible student-facing instructional staff, district support for implementation and sustainability of the Local Designation System, and the annual payment timeline. The plan is consistent with the district's approved TIA Spending Plan and complies with all applicable TEA requirements.

Approval of the Decatur ISD TIA Compensation Plan is required to implement the district's Local Designation System. The proposed compensation model provides a predictable and sustainable approach to recognizing, rewarding, and retaining highly effective educators while ensuring continued compliance with TEA requirements.

Support of Strategic Goals:

Goal 1: DISD supports students in a multitude of ways to nurture learning and ensure high performance.

Goal 2: DISD values our employees and invests in their growth to ensure a highly effective and engaged staff.

Goal 4: DISD manages funds and resources responsibly and transparently to maximize return on the community's investment.

Fiscal Implication:

Teacher Incentive Allotment compensation is funded through the Texas Education Agency. Compensation will be distributed in accordance with the board-approved TIA Compensation Plan and the district's approved TIA Spending Plan. No additional local funds are required beyond applicable employer payroll obligations.

Administrative Recommendation:

Administration recommends approval of the Teacher Incentive Allotment Compensation Plan as presented.

Contact Person(s):

Tara Bennett, Director of Instructional Technology & Data Analytics & TIA

Cynthia Webber, Assistant Superintendent of Teaching & Learning

Lyle Lackey, Assistant Superintendent of Human Resources & Operations

Respectfully submitted,

Taylor Williams
Superintendent