



House Bill (HB) 3 was passed by the 86th Texas Legislature and was signed into law by Governor Abbott on June 11, 2019. The bill established the Teacher Incentive Allotment (TIA) program. The TIA has a stated goal of a highly competitive salary for teachers who prioritize teaching in high needs areas and rural district campuses. The program is dedicated to recruiting, supporting, and retaining highly effective teachers in all schools, with particular emphasis on high need and rural schools. Districts, if they choose to, can develop a local designation system, and designate high-performing teachers (Master, Exemplary or Recognized). Districts will receive additional funding (\$3,000-\$32,000 per year) for every designated teacher they employ.

Waco ISD created a TIA committee consisting of teachers, campus leadership and district leadership who have met bi-monthly beginning in April 2020. The District has submitted the Letter of Intent to participate in the Teacher Incentive Allotment. A teacher survey was sent to all teachers in early June 2020, which gave teachers an opportunity to provide feedback on the initial application and to obtain buy-in to the program. The district will continue to meet with stakeholders and develop more specific standards and finalize the local designation system, while awaiting feedback from TEA/Texas Tech on the district's application.