



Teacher Incentive Allotment Spending Plan

For any funds received by Ingram ISD for a designated teacher under the Teacher Incentive Allotment (TIA), Ingram ISD will apply 100% of the funds toward additional compensation and retirement for the designated teacher.

Designated teachers will receive approximately 90% of the TIA as a stipend, with the remaining 10% covering additional TRS costs for the designated teacher.

Year 1: Stipend issued in 1 payment in August*

Year 2+: Stipend issued in 2 payments—50% in May & 50% in August*

IISD Average Allotment for 2025-2026

Designation Level	Represents	Teacher Observation Performance Standards	Student Growth Performance Standards
Acknowledged	Top 50%	3.5 or 70% of possible points	50%
Recognized	Top 33%	3.7 or 74% of possible points	55%
Exemplary	Top 20%	3.9 or 78% of possible points	60%
Master	Top 5%	4.5 or 90% of possible points	70%

Forwarding Funds

*Should a designated teacher no longer be employed with Ingram ISD at the time the stipend is paid, the district *will not* forward payment to the designated teacher. Designated teachers must be employed with the district at the time of payment to receive the additional compensation and TRS benefits. If the teacher is no longer employed by IISD, the district will distribute the remaining TIA funds evenly among returning, non-designated teachers as a single stipend paid in August.

100%
PAID TO
DESIGNATED
TEACHER
(STIPEND & TRS)*

YEAR 1
ONE LUMP SUM
PAYMENT IN
AUGUST*

YEAR 2+
50% IN MAY,
50% IN AUGUST*

OUR PLAN INCLUDES
ALL TEACHING
ASSIGNMENTS

INGRAM ISD

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<https://www.ingramisd.net/>