

# National Board Certified Teachers and TIA

## Fee Reimbursement

Component fees paid out of pocket may be eligible for reimbursement through the Teacher Incentive Allotment (TIA). **Districts can request reimbursement on behalf of NBCTs** who paid certification or Maintenance of Certification (MOC) fees out of pocket. More information on fee reimbursement can be found on our website at [National Board Fees and Reimbursement \(tiatexas.org\)](https://tiatexas.org). NBCTs may not submit reimbursement requests directly to TEA.

## Recognized Designation for 2025-26

Texas NBCTs may be eligible to earn a Recognized designation and generate additional funds through Teacher Incentive Allotment.

Texas NBCTs will earn a Recognized designation in May 2026 if they meet the following criteria:

- Are listed in the NBCT directory as working in Texas
- Have an active National Board certificate
- Are a student-facing teacher (coded in PEIMS as a 087 Teacher Staff Classification) working in a Texas school district or public charter.
  - NBCTs in atypical teaching roles, such as interventionists or inclusion support, are still eligible for designation; you are not required to be a teacher of record.
  - Instructional coaches, counselors, and librarians are not eligible for TIA.
  - **NBCTs not working as a teacher this year:** our team will check for designation eligibility annually. If you return to a teaching position and meet the above criteria while your NBCT certificate is still active, you may then earn a designation.
  - If working in a split role (ex. teacher, also a part-time instructional coach), consult your district human resources department to verify if you are coded with a 087 Staff Classification.

In late April, our team will process new designations and verify the above eligibility criteria for each Texas NBCT. TEA will confirm the information above through district reporting. Once earned, the designation will be displayed on SBEC virtual teaching certificates. Designations processed this April will be retroactive to the beginning of the school year.

Designations are valid until July 31 *following* the expiration of National Board certificates. For example, if the National Board certificate expires 12/31/2030, the designation will be valid until July 31, 2031. If an NBCT moves into a non-teaching role after earning a designation, the designation will remain valid until the expiration date.

**NBCTs who have an existing or pending designation through a district local designation system**, the NBCT designation is processed separately. Our system will default to the higher of the two designations or the later expiration date if an NBCT has a district-issued Recognized designation.

## Allotment funds

NBCTs who have earned a Recognized designation will generate an allotment for their employing district each year if they are employed and compensated for a creditable year of service as a teacher. For TIA, this is defined as working as a teacher for at least 50% of the day or an average of 4 hours per day for 180 days or 100% of the day or an average of 8 hours a day for 90 days.

The annual allotment generated by a designated NBCT will range from \$3K-\$9K. Allotments are tied to **the campus(es) of employment as of the last Friday in February**, and the amount may vary from year to year as student demographics change. Higher needs and rural campuses will have a higher allotment value. You may view 2024-2025 allotment values [on this interactive map](#). Updated values for 2025-2026 will be displayed in April. **Note these amounts are what is awarded to the district and not the individual teacher. More information on spending requirements is outlined below.**

Allotments are recalculated annually in April and are based on designated teacher placement on the last Friday in February. NBCTs who work as a teacher at multiple campuses will generate an allotment equal to the average of their employing campus allotments. Our program team will notify you in late May with the exact allotment generated by your designation.

**TEA will contact districts in February with next steps regarding allotment funds and spending.** All Texas school districts can receive funds for eligible NBCT designated teachers. NBCTs do not have to work in a district with a TIA Local Designation System. Districts must abide by the following statutory requirements:

- Districts must spend allotment funds for this school year by August 31, 2026.
- 90% or more of the funds must be spent on teacher compensation on the campus where the designated teacher works. Up to 10% can be spent by the district for TIA-related administrative costs.

Districts must create a local spending plan for funds. We encourage you to reach out to district human resources and/or finance offices to inquire what percentage of the allotment funds you will receive and when.

## NBCT TIA Designations Beyond 2025-26

House Bill 2 (HB 2), signed into law in June 2025, created a new level of designation for NBCTs, Nationally Board Certified, and allows the State Board for Educator Certification (SBEC) to review the National Board Certification process for alignment with Texas standards. Following this review, SBEC may reauthorize or revoke the National Board pathway to designation.

If reauthorized by SBEC, NBCTs designated as Recognized will be redesignated as Nationally Board Certified in September 2026. NBCTs who achieve certification during the 2026-27 school year and beyond may be designated as Nationally Board Certified. The allotment range for Nationally Board Certified teachers will remain at \$3k-\$9k.

## NBCT Next Steps

- Let your district know that you are a National Board Certified Teacher as soon as possible. TEA will also attempt to notify districts of NBCT status. You may provide them with a copy of this document.
- Check the NBCT directory to make sure that you are listed as a Texas teacher. The directory listing must reflect Texas teacher status by January 31 to be eligible for a designation this school year.
- If you paid NB certification or recertification fees out of pocket, review [National Board Fees and Reimbursement](#) information on the TIA website and gather financial documentation. Share these resources and financial documentation with your district TIA administrator, using our email templates if needed. *Note that reimbursement is handled through your district's accounts payable department and should not be handled through payroll.*

- If your district does not participate in TIA, share our [Hiring and Employing Designated Teachers for LEAs without a local designation system](#) resource with your district human resources administrator and business office. Note, if you are not in a teaching position this year, you may disregard this step.
- If you meet the eligibility criteria above, and you do not see a Recognized designation on your certificate by May 31, please contact our team at [tia@tea.texas.gov](mailto:tia@tea.texas.gov).