

Pay-for-Performance

FOR EXTERNAL - NEW TEACHERS TO HISD

Effective SY 2026-2027

Teachers in Houston ISD will be evaluated using the Teacher Excellence System (TES) starting in the 2025 – 2026 school year. Link to more information on HISD's TES: [Teacher Excellence System Guidebook](#).

At present and for the 2025-2026 school year, PUA teachers are compensated on the traditional salary schedule. NES teachers are compensated on the "Hospital Model" pay plan. **Starting with the 2026-2027 school year**, all teachers will be placed on the HISD Pay-for-Performance (PFP) Compensation Plan. In this plan, the base salary is tied directly to the teacher's effectiveness level. NES teachers will be divided into two groups: NES 1 and NES 2.

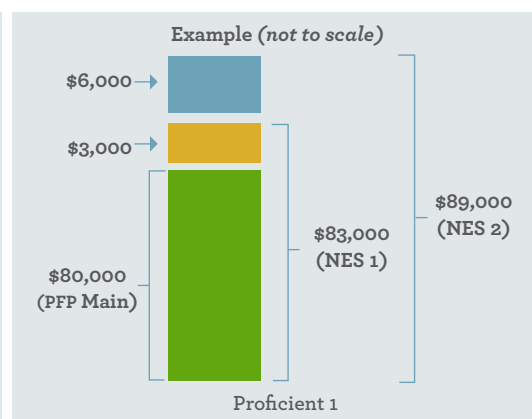
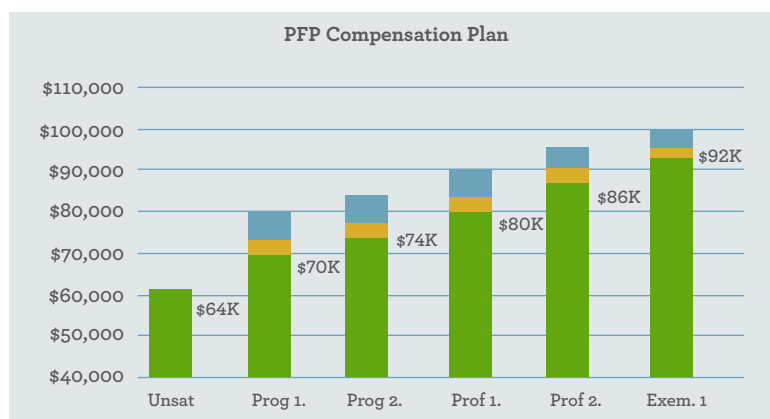
■ NES 1 = Non-Core Subject Teachers at NES campuses

■ NES 2 = Core Subject Teachers at NES campuses (Math, ELA, Science, Social Studies, Art of Thinking), at the NES High School level, core subject teachers are defined as 9th and 10th grade teachers who teach Algebra 1, English 1, English 2, Biology, or U.S. History.

TES Effectiveness Level	PFP Main	NES 1=(PFP Main + \$3K)	NES 2=(NES1+\$6K)
Unsatisfactory	\$64,000	–	–
Progressing I	\$70,000	\$73,000	\$79,000
Progressing II	\$74,000	\$77,000	\$83,000
Proficient I	\$80,000	\$83,000	\$89,000
Proficient II	\$86,000	\$89,000	\$95,000
Exemplary I	\$92,000	\$95,000	\$101,000

**Exemplary II - For the first two years (2025-2026 and 2026-2027) of the TES Evaluation System, teachers will not be evaluated for the Exemplary II Effectiveness Level, since one must have been rated "Exemplary I" for at least two years prior to receiving the Exemplary II Effectiveness Level.*

NES 1 teachers earn \$3,000 more on their base salary than the PFP Main (PUA) teachers. NES 2 teachers earn \$6,000 more than NES 1, which means they make \$9,000 more than PFP Main teachers.



At every level of proficiency from Progressing 2 and above, teachers compensated on the PFP Compensation Plan earn considerably more than their peers in other school districts in the surrounding Houston area.

WHAT TO EXPECT WHEN YOU JOIN HISD: PAY-FOR-PERFORMANCE BASICS

- For HISD teachers that are eligible to receive an evaluation rating in the 2025-2026 school year, they will receive the corresponding salary in the 2026-2027 school year.
- For teachers entering HISD in SY 26-27, with at least three full years of creditable teaching experience they will start at a Progressing II base for both PUA and NES campus assignments. Teachers with less than three years of creditable teaching experience will start at Progressing I base salary for both PUA and NES campus assignments.
 - Uncertified teachers start at Progressing I. *An uncertified teacher must be actively working toward certification and must become certified within two years of starting at HISD.*
- After the first year of Pay-for-Performance, the effectiveness level (and corresponding base salary) is calculated based on the average of the last two annual evaluation ratings.
- Your salary can go up or down one effectiveness level per year.
- Hold Harmless Guarantee SY 26-27 through SY 29-30 - For certified teachers their base salary for 2026-2027 will be at least equal to the salary they received or would have received on the PUA Traditional Salary Schedule based on their creditable years of teaching experience as of July 1, 2025.
- The District will cap the salary increase to \$6,000 for the first two years of PFP (SY 26-27 & 27-28).

EXPLORE YOUR HISD TEACHER COMPENSATION & VALUE PACKAGE

Teachers designated for the 2024-2025 school year can access information about HISD's spending plan [here](#). Please review the details to stay informed.

Take a moment to review our HISD Teacher [EVP](#). (pgs. 2-4)

24-25 Compensation Manual/Stipend Information: www.HoustonISD.org/StipendsAndExtraDuty

Health Benefits information: [HISD Benefits / Homepage](#)

Apply at: www.HoustonISD.org/Careers

For more information, visit the HISD Talent Recruitment site at www.HoustonISD.org/Careers or email us at TeachHISD@HoustonISD.org.

As we continue HISD's transformational journey, we want to share important next steps from HR/Compensation regarding the launch of our performance-based compensation system. This marks a significant shift—not only in how we pay teachers, but in how we honor impact.

This new approach reflects our belief that excellent teaching must be recognized, supported, and rewarded. We're building a culture where high performance is expected—and celebrated—because our students deserve nothing less, and our educators make everything possible.