

# Pay-for-Performance

## FOR CURRENT HISD TEACHERS

*Effective SY 2026-2027*

### WHAT IS PAY-FOR-PERFORMANCE (PFP)?

At present (2024-2025 and 2025-2026), Per Unit Allocation (PUA) teachers are compensated on the traditional salary schedule. New Education System (NES) teachers are compensated on the “hospital model” pay plan. Starting with the 2026-2027 school year, HISD will place all teachers on the HISD Pay-for-Performance plan. In this plan, the base salary is tied directly to the teacher’s effectiveness level. The NES teachers will be divided into two groups: NES 1 and NES 2.

### HOW WILL MY SALARY BE DETERMINED?

Teacher Excellence System (TES) evaluations assign an evaluation rating that maps to a TES Effectiveness Level, which determines a teacher’s annual base salary at the campus assignment.

TES Effectiveness Level	PFP Main	NES 1=(PFP+\$3K)	NES 2=(NES 1+\$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.*

**PFP Main** = All teachers at PUA campuses.

**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 II, Biology, or U.S. History.

### EVALUATION RATINGS OVERVIEW

- Texas Teacher Evaluation and Support System (T-TESS) evaluation system sunsets in 2024-2025.
- All teachers will be evaluated under TES beginning in 2025-2026.
- TES Evaluation Ratings determine the TES Effectiveness Level.

## PAY-FOR-PERFORMANCE STARTS IN 2026-2027

- Teachers will be placed on the Pay-for-Performance base salary table using their TES Effectiveness Level from 2025-2026 for the first year.
- Salary will be based on a 2-year average of the teacher's TES Evaluation Rating, after the first year of PFP. TES Evaluation Ratings determine the TES Effectiveness Level.
  - The 2025-2026 evaluation rating determines the effectiveness level and compensation for the 2026-2027 school year.
  - After the first year, the effectiveness level (and corresponding base salary) is calculated based on the average of the last two annual evaluation ratings.

## HOLD HARMLESS GUARANTEE

- Both PUA and NES certified teachers who are employed by the District prior to the 2025-2026 school year will be held harmless to the traditional 2025-2026 salary schedule pay amounts—not the NES pay plan—for up to four years, starting in the 2026-2027 school year through 2029-2030. That means a teacher's "hold harmless" amount is the base salary amount they received, or would have received, with the years of experience they had accrued up to 01 July 2025, and thus applied to the salary schedule for the 2025-2026 school year.

## ANNUAL INCREASE/DECREASE RULES

- Salaries may move up or down one TES Effectiveness Level per school year.
- Salary increases are capped at \$6,000 per year in 2026-2027 and 2027-2028 school years.
- Exemplary II only available after two years at Exemplary I (beginning SY 2028-2029).

## UNSATISFACTORY OR PROGRESSING I TES EFFECTIVENESS LEVELS

- Unsatisfactory teachers will be separated from the District.
- Progressing I teachers may be separated depending on performance.

## KEY REMINDERS

- Spring salary letters will show placeholder salary amounts based on the current year. Final Pay-for-Performance-based salaries are calculated after TES Effectiveness Levels are finalized in the Summer.
- If the teacher's evaluation decreases, their salary letter will not reflect a lower salary until the following school year. The salary will not decrease until the following school year.
- Returning teachers receive their salary letters in the Spring, but the salary amount is based on the current year. The salary is a placeholder until the evaluation results are known later in the Summer. Once the evaluation ratings are known and the 2-year average is calculated, those that improve a proficiency level will receive the commensurate increase in compensation.

## QUESTIONS?

Compensation Related Questions: [CompensationDept@HoustonISD.org](mailto:CompensationDept@HoustonISD.org)

Payroll Related Questions: [Payroll@HoustonISD.org](mailto:Payroll@HoustonISD.org)

Teacher Excellence System and Effectiveness Level Questions:  
[PerformanceManagement@HoustonISD.org](mailto:PerformanceManagement@HoustonISD.org)

## ADDITIONAL RESOURCES:

Refer to the [HISD Compensation Manual](#) or contact your TES Trainer.  
Salary Scenarios - Forthcoming.