



Human Resources

Pay-for-Performance FAQ

For Current HISD Teachers

Important Note:

This FAQ is intended to serve as a starting point to address common questions about the Pay-for-Performance system. It is not an exhaustive list, and additional questions may arise as we continue to engage with staff and implement the new system.

We are committed to updating and expanding this document as needed. Please refer to the “Last Updated” date located at the bottom left corner of the document for the most current version.

01

What is Pay-for-Performance (PFP)?

- HISD’s new compensation structure will directly tie compensation (Base Salary) to TES Effectiveness Level.
- The salary will be based on teachers’ TES Effectiveness Level, not years of experience.

PFP Table			
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

02

Why is HISD moving to the Pay-for-Performance compensation plan?

- Attract and retain high-quality teachers
- Improve student outcomes
- Leverage state funding opportunities
- Drive equity across campuses
- Align with a broader vision of innovation

03

When does Pay-for-Performance compensation begin?

• School Year 2025–2026:

No change to current pay structure for 25-26 school year. All teachers will be paid on the current PUA traditional salary schedule or the NES “Hospital Model” depending on their placement. Teacher salaries for 2025–2026 school year only will not be based on the 24–25 evaluation.

• School Year 2026–2027:

First year on PFP. Teacher compensation is based on the 25-26 TES Effectiveness Level for current HISD teachers. This is the only year that compensation will be based on a one-year rating.

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How will my TES Effectiveness Level impact my compensation?

- In Year 1 (2026–2027), your level is based on your **25–26 effectiveness level**.
- Starting Year 2 and beyond, your level is based on the **average of the last 2 years of evaluation ratings**.

Example: (SY 25-26) + (SY 26-27) / 2 = Effectiveness Level for SY 27-28 Compensation.

05

What if my TES Effectiveness Level goes down?

- Salaries may move up or down one TES Effectiveness level per year.
- While a teacher's TES Effectiveness Level or compensation under the Pay-for-Performance (PFP) system may decrease, certified teachers hired before the 25–26 school year will not receive a lower base salary than the held harmless guarantee salary from 25–26 school year PUA traditional salary schedule. If the PFP base salary amount is less than their 25–26 salary, the teacher will retain the held harmless 25–26 base salary for up to four years, beginning with the first year of PFP implementation in 26–27.

06

What is the “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.

07

Will salary increases be capped?

- For the first two years of PFP, in 26-27 and 27-28, a teacher's base salary will not be increased more than \$6,000 each year regardless of TES Effectiveness Level.

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Who qualifies as NES 1 and NES 2?

- **NES 1:** Non-Core Subject Teachers at NES Campuses.
- **NES 2:** Core Subject Teachers at NES Campuses.

Core Subjects Teachers: Math, ELA, Science, Social Studies, or Art of Thinking. HS Level – 9th and 10th Grade Teachers - Algebra I, English I, English II, Biology or U.S. History.

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What happens if I'm rated "Unsatisfactory" or "Progressing I"?

- **Unsatisfactory:** Teachers will likely be separated from the district.
- **Progressing I:** Teachers may be considered for separation.

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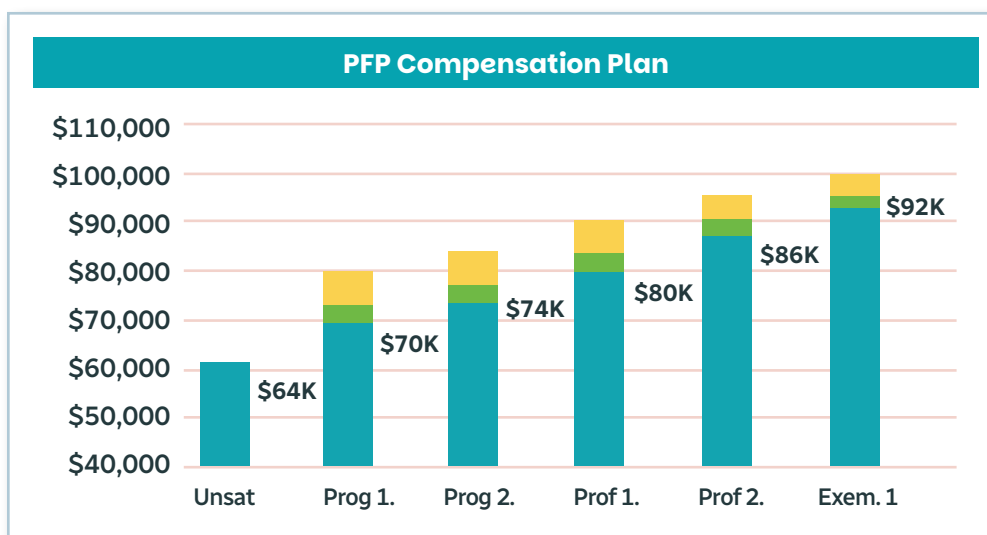
Can I earn an Exemplary II rating?

- For the first two years of PFP, teachers will not be able to earn an "Exemplary II" TES Effectiveness Level since one must have been rated "Exemplary I" for at least two years prior to receiving the Exemplary II rating. Exemplary II will only be available after two years at Exemplary I, beginning in the 28-29 school year.

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How are new hire Teachers placed?

- **0–2 years of creditable teaching experience:** Start at Progressing I.
- **3+ years of creditable teaching experience:** Start at Progressing II.
- **Uncertified regardless of creditable teaching years of TEA service:** Start at Progressing I and must complete certification within 2 years.



New to HISD with **less than three years** of creditable teaching experience AND uncertified

New to HISD with **three or more full years** of creditable experience

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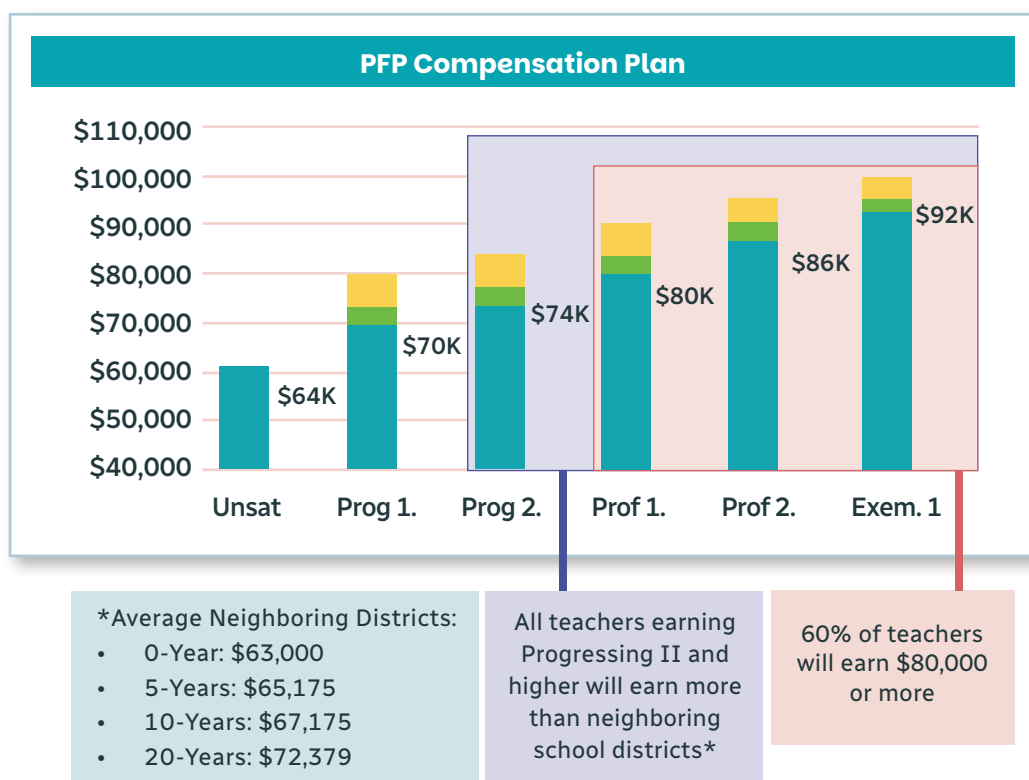
What's the timeline for compensation changes year to year under PFP?

- **Spring:** Teachers receive a salary letter based on current salary.
- **Summer:** Final salary is adjusted after TES evaluations are complete and 2-year averages are calculated.

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How does PFP compensation compare to neighboring school districts?



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What key notes and rules should all teachers remember at the beginning of the 26-27 school year?

- Salaries may move up or down one TES Effectiveness Level per year.
- Salary increases are capped at \$6,000 per year for the 26-27 and 27-28 school years.
- Hold Harmless guarantees minimum salary through the 29-30 school year.
- Exemplary II will only be available after two years at Exemplary I, beginning 28-29 school year.

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Where can I get more detailed guidance?

- Review the 2025–2026 Compensation Manual, attend district TES webinars, or speak with your school TES representative/ambassador.