HOUSTON INDEPENDENT SCHOOL DISTRICT

HISD Human Resources

Pay-for-Performance

For Current Teachers: Effective SY 2026-2027

What Is Pay-for-Performance (PFP)?

At present School Year 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.

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

**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.

Evaluation Ratings Overview

- Texas Teacher Evaluation and Support System (T-TESS) evaluation system sunsets in 2024-2025.
- All eligible Role 087 teachers will be evaluated under TES beginning in 2025-2026.
- TES Evaluation Ratings determine the TES Effectiveness Level.

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HISD Pay-for-Performance For Current Teachers: Effective SY 2026-2027

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: SY 2026-2027 & 2027-2028

- To ensure a sustainable transition to the new HISD Pay-for-Performance Compensation Plan, all certified teachers that were employed in the district in the 2024–2025 school year and continued their employment into the 2025-2026, school year with no break in service, at both NES and PUA campuses will be "held harmless" to the 2025–2026 PUA Traditional Salary Schedule.
- All eligible Special Education (SPED) Teachers, who meet the same employment requirements and are appraised under the TES appraisal system will be "held harmless" to the 2025-2026 PUA Traditional SPED Salary Schedule. 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).

Key Reminders

- For SY 26-27 Hold Harmless Guarantee notifications will be sent in place of spring salary letters. Those eligible for the Hold Harmless Guarantee will see a Hold Harmless Guarantee salary amount for the 26/27 school year. Teachers who are not eligible will have their salary determined solely by their TES Effectiveness Level and applicable business rules.
- If the teacher's effectiveness level decreases, base is maintained for the first school year following the effectiveness level that warranted a decrease in compensation but is reduced in the second school year, if not improved.
- A teacher who receives a Progressing I effectiveness level for two (2) consecutive school years will be subject to file review and may be exited from the district. This determination will be based on final TES evaluation ratings for each applicable school year, not the two (2) year average.

Questions?

Compensation Related Questions: CompensationDept@HoustonISD.org
Payroll Related Questions: Payroll@HoustonISD.org
Teacher Excellence System and Effectiveness Level Questions: PerformanceManagement@HoustonISD.org

Refer to the **PFP website**, HISD Compensation Plan or contact your TES Trainer.
Refer to the **HISD Compensation Plan** or contact your TES Trainer.

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