HISD 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.

- **School Year 2026–2027:**
  First year on PFP. Teacher compensation is based on the 25-26 TES Effectiveness Level subject to all applicable business rules for current HISD teachers. This is the only year that compensation will be based on a one-year rating.

Revised: 2/6/2026

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04 How will my TES Effectiveness Level impact my compensation?

- In Year 1 (2026–2027), your level is based on your **25–26 effectiveness level subject to all applicable business rules.**
- 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.
- In addition, if the teacher's evaluation level decreases, base compensation 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.

06 What is the "Hold Harmless Guarantee"?

- To ensure a sustainable transition to the new HISD Pay-for-Performance Compensation Plan, all certified Role ID 087 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 certified Special Education (SPED) Teachers, who meet the above eligibility requirements and are appraised under the TES appraisal system will be "held harmless" to the 2025-2026 PUA Traditional SPED Salary Schedule. If an eligible employee does not return in a SPED role, their hold harmless salary would align to the PUA Teacher Salary Table (Non-SPED).

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.

08 How do I make sure I get the $6,000?

- The $6,000 amount is a cap, not a guaranteed increase. For the first two years of Pay-for-Performance (school years 2026–2027 and 2027–2028), salary increases are limited to a maximum of $6,000 per year to ensure a smooth and sustainable transition to the new compensation plan. Your actual increase will depend on your effectiveness level, which is determined by your TES evaluation rating.

09 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.

Revised: 2/6/2026

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10 What happens if I'm rated "Progressing I"?

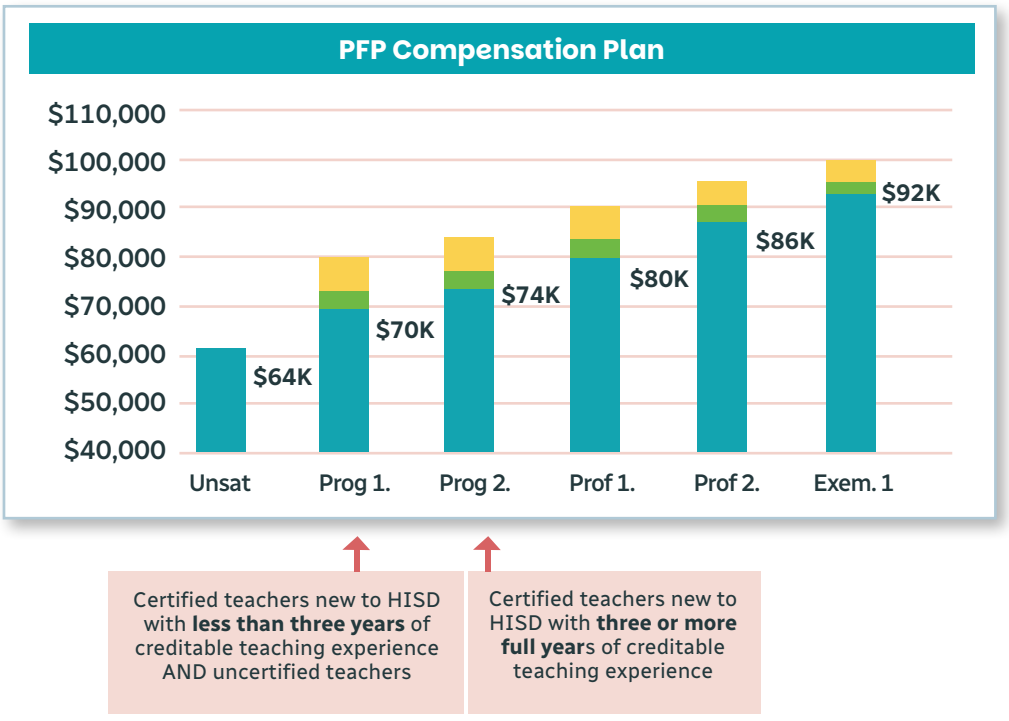
- A teacher who receives a Progressing I effectiveness level for two (2) consecutive school years will be subject to file review and may be exited from the district. This determination will be based on final TES Evaluation Ratings for each applicable school year, not the two (2) year average.

11 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.

12 How are new hire Teachers placed?

- **For Teachers that have completed their certification:**
  - **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 years teaching experience:**
  Start at Progressing I and must complete certification within 2 years.



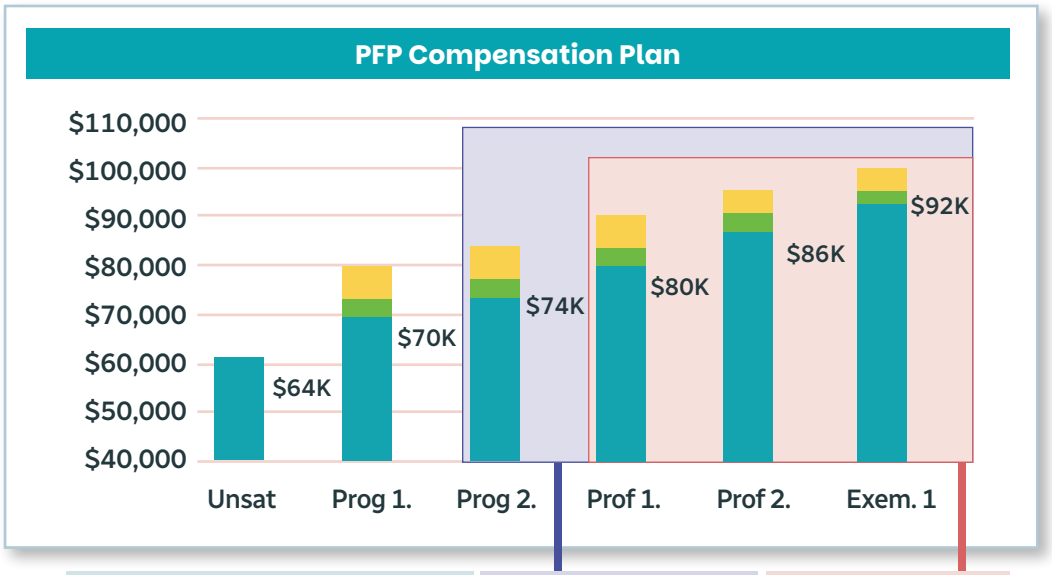
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13 What's the timeline for compensation changes year to year under PFP?

- **Spring:** Teachers will receive a Hold Harmless Guarantee notification that includes their eligibility determination.
- **Summer:** Final salary is adjusted after TES evaluations are complete.

14 How does PFP compensation compare to neighboring school districts?



*Average Neighboring Districts:
- 0-Year: $63,000
- 5-Years: $65,175
- 10-Years: $67,175
- 20-Years: $72,379

All teachers earning Progressing II and higher will earn more than neighboring school districts*

60% of teachers will earn $80,000 or more

15 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 a minimum salary for eligible teachers through the 2027-2028 school year.
- Exemplary II will only be available after two years at Exemplary I, beginning 28-29 school year.

16 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.
- Additional information can be found on the Pay-for-Performance website.

Revised: 2/6/2026