HOUSTON INDEPENDENT SCHOOL DISTRICT

PAY-FOR-PERFORMANCE GUIDEBOOK

A Strategic Approach to Rewarding Excellence

Launching in School Year 2026-2027

HISD | Human Resources

HUMAN RESOURCES
Vision & Mission

VISION

As a trusted and transformative district partner, the HR team will empower, influence, and invest in our stakeholders and their dynamic human capital needs, fostering a high-performance culture to ensure the success of Destination 2035.

MISSION

Our mission is to provide an optimal employee and business partner experience by combining effective and efficient processes, leveraging data, technology, and policies to promote informed decision making, and recruiting & retaining high-quality staff, all geared toward ensuring student success.

TABLE OF CONTENTS

Introduction 1

Pay-for-Performance (PFP)

- **Pay-for-Performance:** At a Glance 2
- **SY 2025–2026** 2
- **Where We're Headed:** SY 2026–2027 and beyond 3

Pay-for-Performance Compensation Plan

- **Implementation:** Pay-for-Performance Compensation Plan 4
- **Compensation:** Future Years 5

Understanding How Your Pay is Determined

- **PFP Compensation Plan:** Understanding How Your Pay is Determined 7
- **Classification of Teachers:** PFP Main 7
- **Classification of Teachers:** NES 1 and NES 2 8

Business Rules

- **Hold Harmless Guarantee:** SY 2026–2027 and 2027–2028 10
- **Salary Cap** 11
- **Effectiveness Level:** Annual Increase and Decrease Rules 11
- **Exemplary II Effectiveness Level** 11
- Certification in Progress Teachers 11

Teacher Incentive Allotment

- **TIA Spending Plan** 11

Pay-for-Performance Scenarios

- **PUA Scenario** 12
- **NES Scenario** 14

Appendix

- **Appendix A:** Eligibility, Exceptions, and What You Should Know 16
  - PFP Eligibility
  - PFP Late Hires
  - PFP Teacher FMLA/Leave of Absence
  - Military Leave, Other Leaves
  - **Exceptions**
    - TES Summative Rating Ineligibility
    - Separation from the District (Voluntary)
    - Internal Transition (Returning to a TES Evaluated Role)
    - FTE Prorated Salary Cap
- **Appendix B:** Definitions 18
- **Appendix C:** PFP Guidebook Revisions 18
- **Appendix D:** Service Record Submission 18

INTRODUCTION

Welcome to the next chapter in Houston Independent School District's transformation—where your impact as a teacher is not only recognized but meaningfully rewarded.

The Pay-for-Performance system marks a bold shift in how HISD compensates its educators. In alignment with our core values and commitment to a high-performance culture, this approach places student learning and instructional excellence at the center of our compensation philosophy. In HISD, we invest in the development of our teachers so they can bring the skills, growth, and results that empower our students.

We believe teachers are the single most important in-school factor in student success. This belief drives everything we do. In HISD, compensation is no longer a reflection of time served but of the skill, growth, and results you bring to your classroom every day.

We know this work is not easy. But, if you are a teacher who is committed to growing, delivering high-quality instruction, and shaping the future of Houston's children, then you belong here in HISD. This system is designed to support and reward the educators who choose to rise to that challenge.

This guidebook is your roadmap. Inside, you'll find clear, practical[1] information about how Pay-for-Performance works, how your effectiveness level correlates to compensation, and what that means for your salary and career growth in HISD. While this is not an exhaustive policy document, it will serve as a reliable starting point. We will continue to update and expand this guidebook as more questions arise and as implementation progresses.

We are proud to lead one of the largest public education transformations in the nation. And you—our teachers—are at the center of that work.

Let's continue the journey. Together, we will elevate the profession, reward excellence, and ensure every student in Houston has access to high-quality instruction.

PAY-FOR-PERFORMANCE: At a Glance

Beginning in the 2026–2027 school year, all **Teacher Excellence System** evaluated teachers will transition to the Pay-for-Performance plan, which recognizes and rewards excellence in education tied to a teachers' effectiveness level. Under this model, base salaries will be directly aligned with each teacher's demonstrated effectiveness, ensuring that outstanding performance is meaningfully compensated.

As part of this approach, teachers working in the New Education System (NES) campuses will receive higher base salaries than those in Per Unit Allocation (PUA) campuses, reflecting the unique demands and commitments of these school environments. In addition, NES teachers will be grouped into two categories: NES 1 and NES 2 (as discussed in detail on page 7).

SY 2025–2026

For the 2025–2026 school year, teacher compensation will follow the salary structures outlined in the **2025–2026 Compensation Plan**. Teachers at PUA campuses will continue to follow the existing PUA Traditional Salary Schedule. Teachers at NES campuses will continue to follow the current NES "Hospital Model".

Additionally, all teachers, regardless of campus assignment, may be eligible for applicable stipends outlined in the 2025–2026 Compensation Plan, provided they meet the specific eligibility requirements for each stipend. As a reminder, stipends are neither guaranteed supplemental compensation nor included in base compensation.

WHERE WE'RE HEADED: SY 2026–2027 "Year 1"

In the 2025–2026 school year, current teachers will receive an evaluation rating and the corresponding effectiveness level. This will be the first year that all teachers will be rated under HISD's new teacher evaluation system, TES (Teacher Excellence System). It is important to understand that this evaluation rating will determine the compensation for 2026–2027 school year. The 2025–2026 school year is the only year that a single evaluation rating will be used to determine the effectiveness level for compensation placement. After the 2026–2027 school year, the effectiveness level used to determine compensation placement will be based on the average of the last two TES evaluation ratings.

New teachers entering HISD in 2026–2027, with less than three years of creditable teaching experience, as well as those who are not yet SBEC certified, will start at the Progressing I effectiveness level for base salary level compensation. However, uncertified teachers must be actively working toward certification and are required to obtain full certification within two school years. Additionally, uncertified teachers will be held to Progressing I compensation regardless of earned effectiveness level until certification is obtained. If a teacher does not receive a TES effectiveness rating for a given school year, advancement will not occur based on years of creditable experience alone. While creditable experience may increase during the year, movement from Progressing I to Progressing II and beyond requires an earned TES effectiveness rating. As a result, a teacher will remain at Progressing I in the following school year, even if they have reached three years of creditable experience at the start of the following year. New certified teachers entering HISD in the 2026–2027 school year, may be eligible to be placed at the Progressing II effectiveness level for base salary compensation if they meet the following eligibility criteria: at least three full years of creditable teaching experience (having worked 90 days or more in a single school year).

For new teachers entering the district with prior years of creditable teaching experience, service records must be submitted to the Compensation Department via OneSource, within 30 business days of their hire date. Please see Appendix D for instructions on how to upload service records in OneSource.

Certified new hires that receive a salary offer of Progressing II based on their reported creditable years of teaching experience that fail to submit official Service Records to the Compensation Department via OneSource within 30 business days or are confirmed as ineligible years of creditable teaching experience, will not be advanced to Progressing II base compensation.

WHERE WE'RE HEADED: SY 2025–2026 and SY 2026–2027 (continued)

Certified new hires that submit official Service Records to the Compensation Department, within 30 business days and have 3 or more verifiable years of creditable teaching experience, will have their compensation advanced to Progressing II. Additionally, if a certified new hire is advanced to Progressing II, they will receive retroactive salary adjustment back to the new hires' start date provided Service Records were received within 30 business days, any retroactive payment to the certified new hire will be paid on the next pay date or as soon as administratively possible. Late submissions of Service Records will not be accepted for the advancement of initial effectiveness level placement, but will still be reviewed and documented in personnel records.

To recap, new teachers to HISD under Pay-for-Performance (2026–2027 school year and beyond):

- Less than 3 years verified creditable teaching experience or uncertified: Start at Progressing I effectiveness level*
- 3 years or more verified creditable teaching experience and certified: Start at Progressing II effectiveness level*

*Official Service Records must be submitted within 30 business days of new hire start date. Please reference Appendix D on page 17.

IMPLEMENTATION: PFP Compensation Plan

YEAR 1 – 2026–2027 (Official Launch)

COMPENSATION - Starting 2026–2027	
One compensation plan with differentiated pay:	
NES 2	Core Subject Teachers (+$9,000 over PFP Main)
NES 1	Non-Core Subject Teachers (+$3,000 over PFP Main)
PFP Main	All teachers at PUA campuses

The 2026–2027 school year marks the official launch of teacher compensation under HISD's Pay-for-Performance plan (PFP). All TES evaluated teachers will be compensated according to the new plan, with salary tied to both campus assignment and individual effectiveness level.

The Pay-for-Performance compensation structure assigns a teacher's base salary to the effectiveness level, and not the traditional tenure or salary schedule based on creditable years of teaching experience. The PFP Compensation Plan is equitable, as it directly connects compensation to effectiveness in the classroom.

IMPLEMENTATION: PFP Compensation Plan (continued)

The three levels of compensation under PFP are determined by teaching at either a PUA or a NES campus (reference page 7). Additionally, teachers at NES campuses are defined according to their content area (reference page 8-9). See the table above for breakdown of the three levels.

TES Evaluation Rating for 25-26

↓

Effectiveness Level for 25-26 →

SY 26-27 COMPENSATION			
Effectiveness Level	**PFP Main**	**NES 1 (=PFP Main + $3,000)**	**NES 2 (=PFP Main + $9,000)**
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

COMPENSATION: Future Years

YEAR 2 (2027–2028) AND BEYOND

Beginning in the 2027–2028 school year, returning teachers eligible to have received evaluation ratings for 2025–2026 and 2026–2027, will have their compensation determined by a two-year average of their evaluation ratings. Each year after Year 2 on the PFP compensation plan, the effectiveness level will be calculated by the two-year average of the last two evaluation ratings. This average establishes each teacher's effectiveness level, which directly informs them of their salary placement for the year.

Again, new teachers to HISD with less than three years of experience or without SBEC certification will start at the Progressing I level for base salary. New teachers entering HISD with at least three years of verified creditable teaching experience (90+ days during a single school year) will be placed at the Progressing II effectiveness level for salary placement.

Teachers who obtain SBEC certification during the school year meaning first day of instruction to the last day of instruction, and that submitted official Service Records to the Compensation Department within 30 business days of their new hire start date showing 3 or more creditable years of teaching experience, will be advanced to Progressing II salary placement, based on the effective date of certification.

COMPENSATION: Future Years (continued)

YEAR 2 (2027–2028) AND BEYOND

TES Evaluation Rating for 25-26

Effectiveness Level for 27-28 Compensation

TES Evaluation Rating for 26-27

SY 27-28 COMPENSATION			
Effectiveness Level	**PFP Main**	**NES 1 (=PFP Main + $3,000)**	**NES 2 (=PFP Main + $9,000)**
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

Effectiveness levels may increase or decrease annually; however, because they are calculated using the average of the two most recent years of evaluation ratings, significant year-to-year fluctuations should be unlikely.

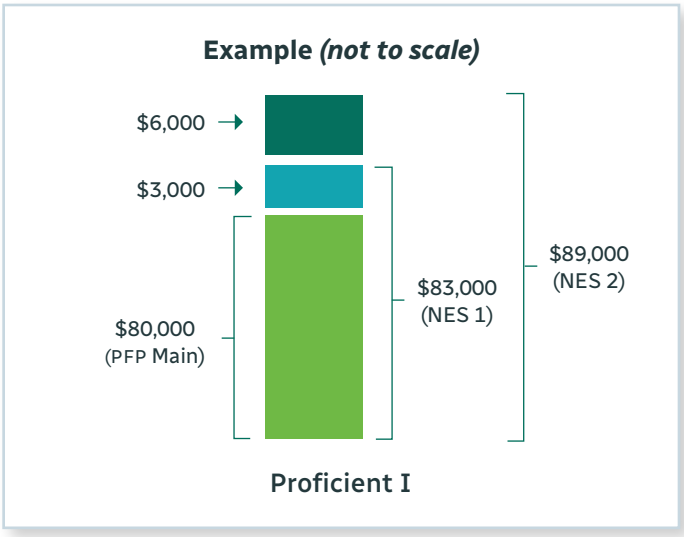
Each year, returning teachers will have a salary placeholder based on the current year salary until evaluation results are known later in the summer. Once the evaluation ratings are known and the two-year average is calculated, teachers who improve an effectiveness level will receive the commensurate increase in compensation. The Compensation Department will notify teachers of their increase in writing as soon as administratively possible. **Teachers whose effectiveness level would otherwise result in a decrease in compensation will have their actual paid compensation protected for the following school year.** However, this protection applies only to compensation actually received; employees whose pay was limited by the $6,000 salary cap business rule will not receive protection at a higher, earned effectiveness level beyond that capped amount.

If a teacher's compensation has been maintained during a school year despite a drop in effectiveness level, and their average evaluation ratings again justify the lower effectiveness level, their compensation will be reduced in the second school year following the decrease in effectiveness level.

PFP COMPENSATION PLAN: Understanding How Your Pay is Determined

HISD's Pay-for-Performance Compensation Plan will directly connect compensation to teacher's effectiveness level. Below is the PFP compensation table:

PFP TABLE			
Effectiveness Level	**PFP Main**	**NES 1 (=PFP Main + $3,000)**	**NES 2 (=PFP Main + $9,000)**
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



CLASSIFICATION OF TEACHERS: PFP Main

PFP Main = All Teachers at PUA campuses (Role ID 087)

CLASSIFICATION OF TEACHERS: NES 1 and NES 2

NES 1 = Non-Core Subject Teachers* at NES Campuses (Role ID 087)
NES 2 = Core Subject Teachers* at NES Campuses (Role ID 087)
*Please see NES Teacher Classification below and on page 9.

Note: The designation of ESL or BIL in the role titles listed below does not change the placement of NES 1 or NES 2. Teacher salary placement correlates to the majority of sections taught. Teachers instructing multiple grade levels and/or contents will be placed according to the most frequently taught grade level/content. If even number of sections taught, then salary placement correlates to the role that is higher on the salary placement table.

NES ELEMENTARY SCHOOL

Role	NES 1 or 2	Role	NES 1 or 2
Pre-Kindergarten	NES 1	3rd Grade Science of Reading/Social Studies	NES 1
Pre-Kindergarten (BIL)	NES 1	4th Grade ELA	NES 2
Kindergarten	NES 1	4th Grade Math	NES 2
Kindergarten (BIL)	NES 1	4th Grade Art of Thinking	NES 2
1st Grade	NES 1	4th Grade Science	NES 2
1st Grade (BIL)	NES 1	4th Grade Science of Reading/Social Studies	NES 1
2nd Grade Self Contained	NES 2	5th Grade ELA	NES 2
2nd Grade ELA	NES 2	5th Grade Math	NES 2
2nd Grade Science of Reading	NES 2	5th Grade Art of Thinking	NES 2
2nd Grade Math	NES 2	5th Grade Science	NES 2
2nd Grade Science	NES 2	5th Grade Science of Reading/Social Studies	NES 1
2nd Grade Social Studies	NES 2	Elective Teachers	NES 1
3rd Grade ELA	NES 2	Special Education	NES 2
3rd Grade Math	NES 2	Lower EL (1-3)	NES 1
3rd Grade Art of Thinking	NES 2	NES Literary Success	NES 1
3rd Grade Science	NES 2	Future 2	NES 2

NES MIDDLE SCHOOL

Role	NES 1 or 2	Role	NES 1 or 2
6th Grade ELA	NES 2	8th Grade ELA	NES 2
6th Grade Math	NES 2	8th Grade Math	NES 2
6th Grade Art of Thinking	NES 2	8th Grade Art of Thinking	NES 2
6th Grade Science	NES 2	8th Grade Science	NES 2
6th Grade Social Studies	NES 1	8th Grade Social Studies	NES 2
7th Grade ELA	NES 2	Special Education	NES 2
7th Grade Math	NES 2	LOTE	NES 1
7th Grade Art of Thinking	NES 2	Elective	NES 1
7th Grade Science	NES 2	NES Literary Success	NES 1
7th Grade Social Studies	NES 1	Future 2	NES 2

CLASSIFICATION OF TEACHERS: NES 1 and NES 2 (continued)

NES HIGH SCHOOL			
Role	**NES 1 or 2**	**Role**	**NES 1 or 2**
ENG I and II ESOL	NES 2	Physics/PreAP	NES 2
ENG III/AP	NES 2	Physics/PreAP/Env Systems	NES 2
ENG IV/AP	NES 2	Special Education	NES 2
English I/PreAP/Reading I	NES 2	Government/Economics/AP	NES 1
English II/PreAP/Reading II	NES 2	Env Systems/ AP Env Sys	NES 1
English II/Reading II	NES 2	Environmental Science	NES 1
English III ESL	NES 2	Environmental Science & Bio	NES 2
Geometry	NES 2	Environmental Systems	NES 1
Geometry ESL	NES 2	Environmental/BIO PreAP	NES 2
Geometry/PreAP	NES 2	ESOL & Interventions	NES 1
Geometry/PreAP/Algebraic Reasoning	NES 2	ESOL 1/LDA	NES 1
Geometry/Pre-Cal	NES 2	ESOL 2/LDA	NES 1
IPC/BIO PreAP	NES 2	Fine Arts, ROTC, Electives, Health	NES 1
Algebra II/PreAP	NES 2	AA Studies/AP Human Geography	NES 2
Algebra/Strategic Math/PreAP	NES 2	CTE (Non-Foundational Programs of Study)*	NES 1
Anatomy/Chemistry	NES 2	CTE - Automotive	NES 1
AP Bio/Anatomy	NES 2	CTE Ag Lead	NES 1
AP Bio/Forensic Science/AP Env Sys	NES 2	CTE Foundational Programs of Study (FPOS)*	NES 1
AP US History/US History	NES 2	LOTE	NES 1
Art of Thinking (AOT)	NES 2	LOTE (Computer Science)	NES 1
Biology/ PreAP Biology	NES 2	LOTE (Span 1)	NES 1
Chemistry/PreAP/Env Systems	NES 2	LOTE (Span 1/2)	NES 1
World Geography/PAP W. Geo	NES 1	LOTE (Span 1/2/AP)	NES 1
World History/AP	NES 1	LOTE (Span 2/ Native Speakers)	NES 1
Pre-Cal/Adv Math	NES 2	Psychology/Sociology/AA/MA	NES 1
Pre-Cal/Adv Math/Algebraic Reasoning	NES 2	Elective STEM+M Teacher MSAP	NES 1
Pre-Cal/PreAP/AP Calculus	NES 2		

HOLD HARMLESS GUARANTEE: For 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 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. This means that each teacher's base salary for 2026-2027 and 2027-2028 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.

Most importantly, this hold harmless guarantee does not apply to the NES “Hospital Model” pay plan, as all eligible teachers will be held harmless to the PUA Traditional Salary Schedule. The hold harmless guarantee is considered a snapshot in time as of July 1, 2025, for capturing creditable years of teaching experience to have the hold harmless base salary calculated. An additional year of service will not be applied to the hold harmless base salary, as the hold harmless snapshot date of July 1, 2025, is prior to the completion of the 2025–2026 school year.

As previously mentioned, 2026–2027 will be the first year that the 2025–2026 effectiveness level will be used to determine salary on the Pay-for-Performance Compensation Plan. Thus, this will also be considered the first year (2026–2027) that the hold harmless guarantee will be in effect. Lastly, incoming teachers to the district whether new hires for the first time or rehires are not eligible for the hold harmless guarantee. Teachers who were not certified by June 5, 2025 are also not eligible for the hold harmless guarantee.

In circumstances where a teacher’s hold harmless base salary exceeds their SY 25-26 salary, the hold harmless base salary will be honored. This exception applies only to the extent necessary to maintain the hold harmless base salary and does not otherwise supersede applicable compensation rules.

Note: The "Hold Harmless Guarantee" does not include any “Salary Protection” that may have been applied to compensation for changes incurred during prior school years. Please review the definition of “Hold Harmless Base Salary” in Appendix B.

Final Service Record Submission Notice: The Compensation Department will accept Official Service Records that are in good order, not previously submitted, through OneSource until 9/30/2025 to be applied for the “Hold Harmless Guarantee”. Official Service Records submitted through OneSource after 9/30/2025 will still be accepted provided they are in good order for personnel records but will not be applied to the “Hold Harmless Guarantee."

Eligible SPED teachers who return for the 2026–2027 school year in a SPED role will be held harmless to the PUA SPED Traditional Salary Table. 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).

SALARY CAP

For the first two years of PFP (2026-2027 and 2027-2028), a teacher's base salary will not increase by more than $6,000 per year, regardless of effectiveness level. This cap prevents exorbitant salary increases during the first and second years of Pay-for-Performance to support sustainability during the transition to the new PFP compensation plan. The cap will apply to all TES appraised teachers, including those who receive certification during the school year and rehires who were appraised under the TES appraisal system prior to their departure. After the 2027-2028 school year, all TES evaluated teachers' compensation will align with the Pay-for-Performance compensation table, regardless of the increase in compensation.

EFFECTIVENESS LEVEL: Annual Increase and Decrease Rules

A teacher may increase their effectiveness level and thus their salary every year, meaning that salaries may move up or down one and only one effectiveness level per year. In addition, salary cap provisions apply for the first two years of Pay-for-Performance, in school years 2026–2027 and 2027–2028.

Teachers who do not improve, and would otherwise have their compensation decreased, will be able to keep their compensation stable for the school year following the effectiveness level that warranted a decrease in compensation. Please review page 5 for more information.

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.

EXEMPLARY II EFFECTIVENESS LEVEL

Exemplary II effectiveness level will not be available for TES rating until the 2027–2028 school year and until the 2028–2029 school year PFP compensation. Teachers must earn an effectiveness level of Exemplary I for at least two years prior to earning an Exemplary II effectiveness level. For the Pay-for-Performance Compensation Plan Exemplary II compensation will be available for the first time, beginning in the 2028–2029 school year.

TIA SPENDING PLAN

HISD is excited to participate in the TIA program. Please go to **www.HoustonISD.org/TIA** for more information about TIA at HISD.

CERTIFICATION IN PROGRESS TEACHERS

HISD Teachers working towards certification that are eligible to receive a TES Evaluation Rating and Effectiveness Level will be held to the compensation level of Progressing I until certification is obtained.

New Teachers to HISD working towards certification will be placed at Progressing I for initial placement and will remain at Progressing I compensation until certification is obtained regardless of any future earned effectiveness level.

All teachers working toward certification are required to obtain full certification within two school years.

In HISD teachers that are not appropriately certified for their teaching assignment are considered certification in progress.

PAY-FOR-PERFORMANCE: PUA Scenarios

PUA teacher with 10 years of experience as a certified teacher.

Unsat.	Prog. I	Prog. II	Prof. I	Prof. II	Exemp. I	Exemp. II
10-18	19-29	30-42	43-57	58-71	72-85	85-100

Note: Exemplary II will not be available for TES rating until SY 27-28, and PFP compensation SY 28-29.

PUA Teacher with 10 years of experience

TRADITIONAL SALARY SCHEDULE

YEAR	COMPENSATION	YEAR	COMPENSATION
2025 - 2026	$69,000	2029 - 2030	$71,500
2026 - 2027	$70,000	2030 - 2031	$72,000
2027 - 2028	$70,500	2031 - 2032	$72,500
2028 - 2029	$71,000	2032 - 2033	$73,000

7 year total base compensation $500,500 ■ 7 year average annual compensation $71,500

PUA Teacher with 10 years of experience

PAY-FOR-PERFORMANCE MODEL

YEAR	COMPENSATION	EOY EVAL RATING	EOY EFFECTIVENESS LEVEL	EVAL RATING CALCULATION	AVERAGE EVAL RATING	EFFECTIVENESS LEVEL CALCULATION
2025 - 2026	$69,000	40	Progressing II	N/A	N/A	$74,000
PFP First Year Compensation is 2025-2026 Rating. Effectiveness Level is Progressing II, Salary Cap not applicable.						
2026 - 2027	$74,000	48	Proficient I	(40+48)/2	44	$80,000
2-yr. average rating is 44. Effectiveness level is Proficient I						
2027 - 2028	$80,000	53	Proficient I	(48+53)/2	50.5	$80,000
2-yr. average rating is 50.5. Effectiveness level is Proficient I, Salary Cap is discontinued						
2028 - 2029	$80,000	57	Proficient I	(53+57)/2	55	$80,000
2-yr. average rating is 55. Effectiveness level is Proficient I						
2029 - 2030	$80,000	62	Proficient II	(57+62)/2	59.5	$86,000
2-yr. average rating is 59.5. Effectiveness level is Proficient II						
2030 - 2031	$86,000	68	Proficient II	(62+68)/2	65	$86,000
2-yr. average rating is 65. Effectiveness level is Proficient II						
2031 - 2032	$86,000	72	Exemplary I	(68+72)/2	70	$86,000
2-yr. average rating is 70. Effectiveness level is Proficient II						
2032 - 2033	$86,000	78	Exemplary I	(72+78)/2	74	$92,000

7 year total base compensation $572,200 ■ 7 year average annual compensation $81,714

Note: 1. The ratings and salary figures included are for instructional purposes only and do not represent final values.
2. The 25-26 compensation in the scenarios are reflective of the 25-26 teacher salary tables.
3: Cut Points for evaluation ratings are subject to change each year due to updated data.

PFP PUA SCENARIOS: Continued, from page 12

01 **Does the "hold harmless" guarantee protect this teacher's salary from reducing below their SY 25-26 base salary during this four-year period?**

- Yes, this teacher will not earn less than her SY25-26 salary of $69,000 regardless of their effectiveness level in SY 26-27 through SY 27-28. As a reminder, both PUA & NES teachers will be held harmless to the traditional 25-26 salary schedule pay amounts (not the NES pay plan) for the first two years (SY 26-27 & SY 27-28). Please refer to the beginning compensation for school year 25-26 in the hypothetical above.

02 **What will this teacher's 'hold harmless' guaranteed base salary be for SY 26-27 and SY 27-28, meaning their base salary will not be lower than _____?**

- Based on the scenario above the hold harmless guaranteed base salary is $69,000. This is again based on their 10 years of creditable teaching experience as of July 1, 2025.

03 **How is this teacher's compensation of $80,000 determined in SY 2027–2028?**

- This teacher earned an evaluation rating of 40 in SY 25-26 and 48 in SY 26-27. The two evaluation ratings averaged together calculate a 2-year average rating of 44. (The calculation is 40 + 48 = 88 / 2 = 44) This 2-year averaged rating equates to a TES Effectiveness Level of "Proficient I". Remember: During the first two years of PFP, the maximum compensation increase is $6,000 per year. In this case, the teacher's new effectiveness level aligned exactly with the salary table, resulting in a full application of the annual increase. See page 11.

04 **Had Houston ISD not transitioned to the Pay-for-Performance compensation plan, what would this teacher's average annual earnings over the past seven years have been, and how does that compare to her compensation under the Pay-for-Performance model during the same period?**

- If Houston ISD had remained on the PUA Traditional Salary Schedule, this teacher's average annual earnings over the past seven years would have been approximately $71,500. Under the Pay-for-Performance model, their average annual compensation increased to $81,714. This represents a total increase of $71,700 in earnings over the seven-year period as a result of the PFP model. The total increase over the 7-year period is calculated by comparing the $500,500 earned on the PUA Traditional Salary Schedule compared to the total 7-year earnings on the PFP compensation model $572,200 (PFP). The difference equates to a total of $71,700 increase in compensation on the PFP model over 7 years.

Note: Scenarios above do not include the addition of the 2025–2026 Performance-Based Merit Increase due to the variable nature of performance ratings.

PAY-FOR-PERFORMANCE: NES Scenarios

NES teacher with 0 years of experience as a certified teacher.

Unsat.	Prog. I	Prog. II	Prof. I	Prof. II	Exemp. I	Exemp. II
10-18	19-29	30-42	43-57	58-71	72-85	85-100

Note: Exemplary II will not be available for TES rating until SY 27-28, and PFP compensation SY 28-29.

NES Government/Economics/AP Hospital Model

HOSPITAL MODEL

YEAR	COMPENSATION	YEAR	COMPENSATION
2025 - 2026	$76,000	2029 - 2030	$80,000
2026 - 2027	$76,000	2030 - 2031	$82,000
2027 - 2028	$76,000	2031 - 2032	$82,000
2028 - 2029	$80,000	2032 - 2033	$82,000

7 year total base compensation $558,000 ■ 7 year average annual compensation $79,714

NES Government/Economics/AP Teacher with 0 Years of experience

PAY-FOR-PERFORMANCE MODEL

YEAR	COMPENSATION	EOY EVAL RATING	EOY EFFECTIVENESS LEVEL	EVAL RATING CALCULATION	AVERAGE EVAL RATING	EFFECTIVENESS LEVEL CALCULATION
2025 - 2026	$76,000	40	Progressing II	N/A	N/A	$77,000
PFP First Year Compensation is 2025-2026 Rating. Effectiveness Level is Progressing II, Salary Cap not applicable.						
2026 - 2027	$77,000	48	Proficient I	(40+48)/2	44	$83,000
2-yr. average rating is 44. Effectiveness level is Proficient I, Salary Cap not applicable.						
2027 - 2028	$83,000	53	Proficient I	(48+53)/2	50.5	$83,000
2-yr. average rating is 50.5. Effectiveness level is Proficient I, Salary Cap is discontinued						
2028 - 2029	$83,000	57	Proficient I	(53+57)/2	55	$83,000
2-yr. average rating is 55. Effectiveness level is Proficient I						
2029 - 2030	$83,000	62	Proficient II	(57+62)/2	59.5	$89,000
2-yr. average rating is 59.5. Effectiveness level is Proficient II						
2030 - 2031	$89,000	68	Proficient II	(62+68)/2	65	$89,000
2-yr. average rating is 65. Effectiveness level is Proficient II						
2031 - 2032	$89,000	72	Exemplary I	(68+72)/2	70	$89,000
2-yr. average rating is 70. Effectiveness level is Proficient II						
2032 - 2033	$89,000	78	Exemplary I	(72+78)/2	74	$95,000

7 year total base compensation $593,000 ■ 7 year average annual compensation $84,714

Note: 1.The ratings and salary figures included are for instructional purposes only and do not represent final values.
2. The 25-26 compensation in the scenarios are reflective of the 25-26 teacher salary tables.
3: Cut Points for evaluation ratings are subject to change each year due to updated data.

PFP NES SCENARIOS: Continued, from page 14

01 **How is this teacher's compensation of $83,000 determined in SY 2027–2028?**

- This teacher earned an evaluation rating of 40 in SY 25-26 and 48 in SY 26-27. The two evaluation ratings averaged together calculate a 2-year average rating of 44. (The calculation is 40+48=88/2=44) This 2-year averaged rating equates to a TES Effectiveness Level of “Proficient I”. Remember: During the first two years of PFP, the maximum compensation increase is $6,000 per year. In this case, the teacher's new effectiveness level aligned exactly with the salary table, resulting in a full application of the annual increase limit with no salary cap.

02 **This teacher received an evaluation rating of 72 in SY 2031–2032. Why did they not receive an increase in salary to the Exemplary I salary in the following school year (SY 2032–2033)?**

- The 2-year average rating of 68 from SY 30-31 and 72 SY 31-32 calculated an average of 70. This 2-year equates to this teacher maintaining their “Proficient II” TES Effectiveness Level.

03 **Had Houston ISD not transitioned to the Pay-for-Performance compensation model, what would this teacher's average annual earnings over the past seven years have been, and how does that compare to their compensation under the Pay-for-Performance model during the same period?**

- If Houston ISD had remained on the PUA Traditional Salary Schedule, the teacher's average annual earnings over the past seven years would have been approximately $79,714. Under the Pay-for-Performance model, their average annual compensation increased to $80,429. This represents a total increase of $5,000 in earnings over the seven-year period as a result of the PFP model. The total increase over the 7-year period is calculated by comparing the 558,000 earned on the NES Hospital Model 7-year earnings on the PFP compensation model 563,000 (PFP). The difference equates to a total of $5,000 increase in compensation on the PFP model over 7 years.

Note: Scenarios above do not include the addition of the 2025–2026 Performance-Based Merit Increase due to the variable nature of performance ratings.

APPENDIX A: Eligibility, Exceptions, and What You Should Know

Pay-for-Performance Eligibility:

For an employee to be eligible for Pay-for-Performance compensation, the employee must be full time in a Role ID 087 that is eligible to be evaluated under the TES evaluation system. Please see "Teacher Eligibility" outlined in the Teacher Excellence System (TES) Guidebook found **here**.

Pay-for-Performance Late Hires:

For new hires that would be deemed as a "Late Hire" in accordance with the rules and policies outline in the TES Guidebook found **here**, base salary placement will still be aligned with the rules for teachers that are new hires to HISD as outlined on page 3 of the HISD Pay-for-Performance Guidebook.

Pay-for-Performance Teacher FMLA/Leave of Absence/Disability:

For teachers Role ID 087 who are eligible for a TES evaluation rating and take FMLA, a leave of absence, or disability leave, HR Compensation will follow the policies outlined in the Houston ISD Employee Handbook and the TES Guidebook found **here**. With the understanding that neither of these documents are a substitute for the official district policy manual.

Pay-for-Performance Military and Other Leave:

For teachers Role ID 087 who are eligible for a TES evaluation rating and take Military or Other Leave, HR Compensation will follow the policies outlined in the Houston ISD Employee Handbook and the TES Guidebook found **here**. With the understanding that neither of these documents are a substitute for the official district policy manual.

EXCEPTIONS

TES Summative Rating Ineligibility:

Under the TES evaluation system, if an employee is ineligible for a summative rating, outlined in the TES Guidebook found **here**, the following exceptions will apply. For the following exceptions, "academic year" is defined as the First Day of Instruction or "First Day of School" to the Last Day of Instruction or "Last Day for Students".

If an employee has a prior TES evaluation rating within one year of being ineligible for a summative rating due to a protected leave, the employee will recapture the latest rating. An effectiveness level will be determined based on the recaptured rating and the employee will be placed at the appropriate compensation level.

If an employee does not have a prior TES evaluation rating or has been removed from a TES evaluated role for more than one academic year the employee will follow the same placement rules as TES eligible employee new to the district.

APPENDIX A: Eligibility, Exceptions, and What You Should Know

EXCEPTIONS (Continued)

Separation from the District (Voluntary):

For the following exceptions, “academic year” is defined as the First Day of Instruction or “First Day of School” to the Last Day of Instruction or “Last Day for Students”.

If a teacher separates from the district for less than one full academic year, they may recapture their most recent evaluation rating, if the separation is longer than one full academic year the teacher that is rehired will return under the placement rules for TES eligible employees new to the district.

If a teacher separates from the district for one full academic year, and prior to separation earned “Distinguished Teacher” as outlined in the TES Guidebook found **here**, the teacher is eligible to recapture the most recent evaluation rating. However, the latest a “Distinguished Teacher” may return to the district and recapture the most recent evaluation rating is the First Day of Instruction or “First Day of School” after the one full academic year missed.

Internal Transition (Returning to a TES Evaluated Role):

For the following exception, “academic year” is defined as the First Day of Instruction or “First Day of School” to the Last Day of Instruction or “Last Day for Students”.

If a teacher in a TES evaluated role transitions into a non-TES evaluated role within the district for one full academic year, the teacher may recapture the most recent evaluation rating. However, the latest a teacher may return to a TES evaluated role and recapture the most recent evaluation rating is the First Day of Instruction or “First Day of School” after the one full academic year missed. If the teacher remains in the non-TES evaluated role for longer than one full academic year, the teacher will be placed using the placement rules for TES eligible employees new to the district.

FTE Prorated Salary Cap

For teachers who are employed at less than 1.0 Full-Time Equivalent (FTE), the $6,000 annual salary cap applicable during the first two years of Pay-for-Performance (SY 2026-2027 and SY 2027-2028) will be prorated based on the teacher's assigned FTE percentage.

APPENDIX B: Definitions

Hold Harmless Base Compensation	For Hold Harmless purposes, base compensation includes only the annual salary from the PUA Traditional Salary Schedule, based on creditable years of teaching experience, and the 2025–2026 Performance-Based Merit Increase, as outlined in the HISD's 2025–2026 Compensation Plan. No other pay components or additional compensation elements are included in HISD's definition of base compensation.
PFP	Pay-for-Performance
PFP Main	PUA Campuses
TES	Teacher Excellence System
NES 1/ NES 2	New Education System (NES) Campuses

APPENDIX C: PFP Guidebook Revisions

Revision Summary	Page. No.	Date of Change
Position Removal: Special Education Chair is not under the TES appraisal system.	9	01/09/2026
Further clarification on the application of the Salary Cap.	11	01/09/2026
Further clarification on Pay-For-Performance eligibility for Division Teachers.	17	01/09/2026
Further clarification on Hold Harmless Guarantee Salary calculation for SPED Teachers.	10	01/16/2026
Further clarification on the application of the Salary Cap.	17	01/22/2026
Update Hold Harmless Guarantee.	10	02/06/2026
NES 2nd Grade assignment update	8	04/09/2026
Further clarification on no rating.	3	04/28/2026
Further clarification on protected salary.	6	04/28/2026

APPENDIX D: Service Record Submission

Instructions to submit your official Service Records via the designated OneSource process:

Visit: www.houstonisd.org/OneSource (using Microsoft Edge)
Log-in: Use the same HISD username and password that you use to sign into your HISD computer
OneSource > Employee Self Service> Employee Self Service Menu
Navigate to: Contracts & Forms
Click on: "HR Documents-Service Records, Transcripts, Name Change, I-9"
Follow the prompts

HISD

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