Teacher Compensation in Texas Public Schools

TEACHER SUMMARY REPORT
2017–2018

TASB HR Services

Teacher Salary Survey Highlights

- **1,023** Texas public school districts received the questionnaire.
- **558** districts responded, representing 55 percent of districts in Texas. The participation rate among districts with 3,000 or more students was 87 percent.
- **88** percent (309,559) of the estimated total population of teachers in Texas public schools are represented in the survey. Seventy-seven percent of these teachers (236,719) work in large school districts with 10,000 or more students.
- Survey data is effective September 2017.

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Average Teacher Salaries

The median teacher average salary in responding districts is $47,898 for 2017–2018, up 1.3 percent from the 2016–2017. The change in average teacher salary can be affected by teacher turnover. Median average salaries varied by enrollment range: from $43,318 in districts with fewer than 500 students to $57,094 in districts with 50,000 or more students. By ESC region, salaries ranged from $41,977 in Region 14 to $56,490 in Region 4.

Exhibit 1. Median Teacher Average Salaries

	Number of Respondents	Number of Teachers	Percent of Teachers in Survey	Median District Salary
All Respondents	**558**	**309,559**	**100.0%**	**$47,898**
By Enrollment				
1 to 499	80	2,062	0.7%	$43,318
500 to 999	89	5,278	1.7%	44,825
1,000 to 1,599	75	7,195	2.3%	46,317
1,600 to 2,999	85	12,951	4.2%	47,541
3,000 to 4,999	57	14,931	4.8%	48,884
5,000 to 9,999	65	30,423	9.8%	51,840
10,000 to 24,999	57	59,313	19.2%	54,607
25,000 to 49,999	30	72,139	23.3%	55,921
50,000 and over	20	105,267	34.0%	57,094
By ESC Region				
1 Edinburg	28	24,143	7.8%	$51,076
2 Corpus Christi	21	5,073	1.6%	48,168
3 Victoria	16	2,403	0.8%	46,819
4 Houston	42	72,454	23.4%	56,490
5 Beaumont	17	3,209	1.0%	45,547
6 Huntsville	27	11,405	3.7%	46,866
7 Kilgore	43	7,479	2.4%	43,986
8 Mount Pleasant	24	3,341	1.1%	43,578
9 Wichita Falls	17	2,333	0.8%	43,247
10 Richardson	55	48,412	15.6%	50,800
11 Fort Worth	51	36,751	11.9%	52,924
12 Waco	29	8,946	2.9%	47,389
13 Austin	40	25,600	8.3%	48,899
14 Abilene	12	2,444	0.8%	41,977
15 San Angelo	17	2,598	0.8%	42,974
16 Amarillo	34	5,490	1.8%	45,755
17 Lubbock	18	4,480	1.4%	44,930
18 Midland	20	4,873	1.6%	48,125
19 El Paso	11	11,713	3.8%	51,881
20 San Antonio	36	26,412	8.5%	50,978

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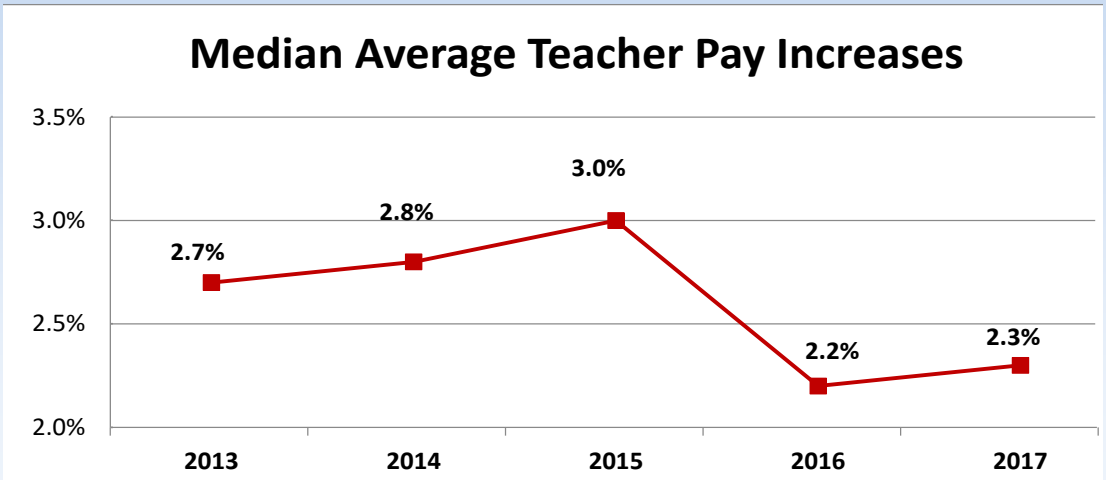
Pay Increases

Pay raise budgets for teachers ticked up slightly compared to 2016–2017 levels. Districts provided returning teachers an average pay increase of 2.3 percent. Nonteaching professional employees saw a pay increase of 2.5 percent. Clerical/paraprofessional support and auxiliary employee groups received pay increases of 3.0 percent. Approximately 17 percent of districts froze salaries for all employees in 2017–2018.

Exhibit 2. Teacher Pay Increase Trends



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Teacher Starting Pay

The median starting salary for a new teacher is $40,074, up less than 1 percent from last year. This year's median starting salary is nearly 43 percent higher than the state minimum starting salary of $28,080. In districts with 10,000 or more students, the median starting salary is $50,900.

Fifty-four percent of districts (299) have an entry-level salary of $40,000 or greater. These districts employ 93 percent of teachers among the respondents. The highest reported entry salary is $55,000. Seven districts, employing 242 total teachers, reported paying teachers the state minimum as determined in the State Minimum Salary Schedule.

Exhibit 3. Median Teacher Hiring Schedules*

	0 Years	5 Years	10 Years	15 Years	20 Years	Highest Salary
All Respondents	**$40,074**	**$42,500**	**$45,760**	**$49,250**	**$52,610**	**$57,010**
Percent change from 2016–2017	0.1%	0.5%	1.6%	1.2%	0.8%	1.8%
State Minimum Hiring Schedule	*$28,080*	*$32,440*	*$38,080*	*$42,310*	*$45,510*	*$45,510*
Percent Above State Minimum	*42.7%*	*31.0%*	*20.2%*	*16.4%*	*15.6%*	*25.3%*

** 10-month contract with no stipends.*

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Teacher Stipends and Incentives

Shortage Stipends

Eighty-two percent of respondents (455 districts) pay shortage stipends to teachers in at least one shortage area. An even larger percentage of districts with 3,000 or more students (92 percent) pay critical shortage stipends in at least one area.

Mathematics is the most frequently reported stipend paid, with more than half of responding districts (56 percent) paying the stipend. The median math stipend is $2,500, unchanged compared to 2016–2017. The median science stipend is $2,500, similar to last year. While math and science stipends are the most frequently paid, bilingual education stipends are the highest value. The median bilingual stipend is $3,000, unchanged from last year.

Compared to last year, the percent of respondents that pay a stipend increased by less than 1 percentage point for math, but dropped 1.2 percentage points for science. The percentage that pay a bilingual education stipend was similar to last year.

Exhibit 4. Shortage Stipends by Subject Area

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	558	312	55.9%	$2,500
Science	558	285	51.1%	$2,500
Bilingual Education	558	277	49.6%	$3,000
Special Education (Self-Contained)	558	237	42.5%	$1,700
English as a Second Language	558	203	36.4%	$1,000
Special Education (General)	558	164	29.4%	$1,500
Foreign Language	558	147	26.3%	$2,000

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Teacher Stipends and Incentives

Master's Degrees

Nearly 80 percent of districts pay more to teachers with master's degrees, typically paid as a stipend. Of those districts, most (91 percent) pay extra for any type of master's degree (e.g., educational administration, counselor). Nine percent (32) limit the incentive to only those teachers with a master's degree in their assigned teaching field. Twenty-eight districts pay for any type of master's degree, but pay a larger stipend to teachers with advanced degrees in their subject area. The percent of respondents that pay a subject area master's degree stipend increased by about 1 percentage point, but remained unchanged for a master's degree in any area of study.

The median stipend paid for a master's degree in any area of study is $1,000, identical to last year. The median stipend paid for a master's degree in an assigned teaching field is $1,500, down $100 from 2016–2017.

Exhibit 5. Master's Degree Stipends

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Master's Degree Stipends - General *	558	395	70.8%	$1,000
Master's Degree Stipends - In Subject-Field *	558	67	12.0%	$1,500

** Districts that pay different amounts for general and subject-area specific master's degrees are included in both rows.*

Leadership Roles

Districts also reported stipends paid for various campus leadership roles such as department chairs and mentor teachers. More than half of responding districts pay a stipend for High School Department Chair and Middle School Department Chair.

Exhibit 6. Campus Leadership Roles Stipends

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Department Chair/Grade Leader - High School	558	321	57.5%	$1,350
Department Chair/Grade Leader - Middle School	558	295	52.9%	$1,000
Department Chair/Grade Leader - Elementary	558	226	40.5%	$750
Mentor Teacher	558	192	34.4%	$500

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Teacher Stipends and Incentives

Other Incentives

In 2017–2018, 64 districts (12 percent) indicated that the district provides a signing bonus to teachers. The median reported signing bonus is $3,000. Most districts noted that the signing bonus is restricted to critical shortage areas or high-needs campus assignments only. For those that restrict the signing bonus to critical shortage areas, the most commonly reported bonus is paid to bilingual, math, and science teachers.

Twenty-six districts (5 percent) pay stipends to teachers for taking an assignment at a hard-to-staff campus. The median stipend is $2,500. Campus assignment stipends range from $1,000 to $6,000.

Twenty-four districts reported paying a median stipend of $1,500 to teachers with National Board Certification® from the National Board for Professional Teaching Standards (NBPTS).

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Substitute Teacher Pay Rates

Exhibit 7. Median Substitute Teacher Pay Rates by ESC Region

	Number of Districts Responding	Median Substitute Daily Rates				
					Long-Term	
		Non-Degreed	Degreed	Degreed-Certified	Degreed	Degreed-Certified
All Respondents	**558**	**$65**	**$75**	**$80**	**$95**	**$110**
By ESC Region						
1 Edinburg	28	$70	$90	$110	$100	$115
2 Corpus Christi	21	70	70	85	85	115
3 Victoria	16	60	75	78	83	98
4 Houston	43	75	85	95	110	125
5 Beaumont	16	65	70	75	85	113
6 Huntsville	27	63	75	85	100	115
7 Kilgore	43	65	70	75	85	100
8 Mount Pleasant	24	60	68	70	75	100
9 Wichita Falls	17	65	70	75	90	95
10 Richardson	55	70	80	85	100	113
11 Fort Worth	51	70	80	80	98	105
12 Waco	29	65	70	75	88	100
13 Austin	40	75	80	85	95	110
14 Abilene	12	70	75	78	90	100
15 San Angelo	17	60	70	70	80	100
16 Amarillo	34	65	70	75	80	105
17 Lubbock	18	65	70	75	82	100
18 Midland	20	73	85	95	110	125
19 El Paso	11	65	80	80	85	110
20 San Antonio	36	70	80	90	90	115

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Appendix

Description of Survey

The survey is a compilation of salary information for classroom teachers collected by TASB HR Services during the fall of the 2017–2018 school year. The survey questionnaire was sent to 1,023 Texas public school districts as part of the annual salary survey. Survey data collected covers teacher salaries, hiring schedules, degree stipends, shortage stipends, substitute teacher pay rates, and teacher pay increases. The data in this report are provided to help districts recruit, retain, and reward teachers through the development of competitive compensation plans.

Survey Methodology

Standard statistical and mathematical calculations were used in compiling and analyzing the data. Survey results are presented by enrollment group and by ESC region. Not all respondents answered every question in the survey. Therefore, table totals may not equal total respondents.

The median value was first introduced in the report in 2015–2016. The median is the middle value of an ordered list of numbers. This means that an equal number of reported amounts are above the value as are below the value.

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