

Teacher Compensation in Texas Public Schools

TEACHER SUMMARY REPORT
2018–2019

Teacher Salary Survey Highlights

- **1,022** Texas public school districts received the questionnaire.
- **532** districts responded, representing 52 percent of districts in Texas.
The participation rate among districts with 3,000 or more students was 85 percent.
- **82** percent (294,331) of the estimated total population of teachers in Texas public schools are represented in the survey. Of these teachers, 77 percent (225,649) work in large school districts with 10,000 or more students.
- Survey data is effective Fall 2018.

2018–2019 TASB Teacher Salary Survey Summary

Average Teacher Salaries

The median teacher average salary in responding districts is \$48,550 for 2018–2019, up 1.4 percent from 2017–2018. The change in teacher average salary can be affected by teacher turnover within each district. Median teacher average salaries varied by enrollment range: from \$44,130 in districts with fewer than 500 students to \$57,807 in districts with 50,000 or more students. By ESC region, salaries ranged from \$41,752 in Region 14 to \$57,841 in Region 4.

Exhibit 1. Median Teacher Average Salaries

	Number of Respondents	Number of Teachers	Percent of Teachers in Survey	Median Teacher Average Salary
All Respondents	520	294,331	100.0%	\$48,550
By Enrollment				
1 to 499	72	2,199	0.7%	\$44,130
500 to 999	81	4,886	1.7%	44,588
1,000 to 1,599	71	6,716	2.3%	46,406
1,600 to 2,999	75	11,613	3.9%	47,896
3,000 to 4,999	59	15,905	5.4%	50,182
5,000 to 9,999	59	27,363	9.3%	52,921
10,000 to 24,999	55	56,394	19.2%	54,440
25,000 to 49,999	28	67,452	22.9%	56,911
50,000 and over	20	101,803	34.6%	57,807
By ESC Region				
1 Edinburg	23	23,725	8.1%	\$53,000
2 Corpus Christi	20	4,600	1.6%	47,981
3 Victoria	18	2,488	0.8%	48,345
4 Houston	39	70,695	24.0%	57,841
5 Beaumont	18	4,356	1.5%	45,803
6 Huntsville	27	10,835	3.7%	46,800
7 Kilgore	40	7,328	2.5%	44,603
8 Mount Pleasant	19	2,780	0.9%	42,412
9 Wichita Falls	12	1,899	0.6%	43,267
10 Richardson	56	48,089	16.3%	51,846
11 Fort Worth	49	36,764	12.5%	52,825
12 Waco	32	8,892	3.0%	46,918
13 Austin	39	24,950	8.5%	49,666
14 Abilene	11	2,102	0.7%	41,752
15 San Angelo	14	2,494	0.8%	43,287
16 Amarillo	28	5,309	1.8%	46,206
17 Lubbock	17	4,678	1.6%	45,287
18 Midland	13	3,147	1.1%	48,273
19 El Paso	9	11,573	3.9%	53,279
20 San Antonio	36	17,627	6.0%	50,386

Teacher Starting Pay and Hiring Schedules

The median starting salary for a new teacher is \$41,000, up 2.3 percent from last year. This year’s median starting salary is 46 percent higher than the state minimum starting salary of \$28,080. In districts with 10,000 or more students, the median starting salary is \$51,000.

Of 532 responding districts, 52 percent have an entry-level salary of \$41,000 (median) or greater. These districts employ 91 percent of teachers among the respondents. The highest reported entry salary is \$55,500. Only three responding districts, employing 182 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	\$41,000	\$42,900	\$46,100	\$49,750	\$53,040	\$57,500
Percent change from 2017–2018	2.3%	0.9%	0.7%	1.0%	0.8%	0.9%
<i>State Minimum Hiring Schedule</i>	<i>\$28,080</i>	<i>\$32,440</i>	<i>\$38,080</i>	<i>\$42,310</i>	<i>\$45,510</i>	<i>\$45,510</i>
<i>Percent Above State Minimum</i>	<i>46.0%</i>	<i>32.2%</i>	<i>21.1%</i>	<i>17.6%</i>	<i>16.5%</i>	<i>26.3%</i>

* 10-month contract with no stipends.

Teacher Shortage Stipends

Of 532 responding districts, 84 percent pay shortage stipends to teachers in at least one identified shortage area.

Mathematics is the most frequently reported shortage stipend, with nearly 58 percent of responding districts paying the stipend. The median math stipend is \$2,500, unchanged compared to 2017–2018. The median science stipend is \$2,500, also the same value as 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 each stipend held steady for bilingual but increased slightly for all other shortage areas. Overall, shortage area stipends are becoming more common among responding districts.

Exhibit 4. Shortage Stipends by Subject Area

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	532	307	57.7%	\$2,500
Science	532	279	52.4%	2,500
Bilingual Education	532	267	50.2%	3,000
English as a Second Language	532	213	40.0%	1,000
Special Education (General)	532	176	33.1%	1,500
Special Education (Self-Contained)	532	238	44.7%	2,000
Foreign Language	532	164	30.8%	2,450

Teacher Degree and Leadership Stipends

Master’s Degrees

Nearly 80 percent of responding districts (421) pay more to teachers with master’s degrees, typically as a stipend. Most pay extra for any type of master’s degree—for example, whether it is in educational administration, math, or a field unrelated to teaching. Fewer limit the incentive to only those teachers with a master’s degree in their assigned teaching field, and 28 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 general master’s degree in any area of study is \$1,000, identical to last year, while the median stipend paid for a master’s degree in the teaching subject-area is \$1,500, also the same as 2017–2018.

Exhibit 5. Master’s Degree Stipends

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Master's Degree (General)*	532	379	71.2%	\$1,000
Master's Degree (Subject-Area)*	532	70	13.2%	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	532	315	59.2%	\$1,200
Department Chair/Grade Leader - Middle School	532	290	54.5%	1,000
Department Chair/Grade Leader - Elementary	532	227	42.7%	750
Mentor Teacher	532	190	35.7%	500

Other Teacher Incentives

In 2018–2019, 64 districts (12 percent) indicated that the district provides a signing bonus to teachers. The median reported signing bonus is \$2,750. Most districts noted that the signing bonus is restricted to critical shortage areas or high-needs campus assignments only.

Thirty-four districts (6 percent) pay stipends to teachers for taking an assignment at a hard-to-staff campus. The median stipend is \$2,750.

Twenty-eight districts (5 percent) reported paying a median stipend of \$1,800 to teachers with National Board Certification® from the National Board for Professional Teaching Standards (NBPTS).

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Substitute Teacher Pay Rates

Daily rates for teacher substitutes remained largely steady compared to 2017–2018. The median daily rate for short-term degreed-certified substitutes increased \$5 since 2017–2018.

Exhibit 7. Median Substitute Teacher Pay Rates by ESC Region

	Number of Districts Responding	Median Substitute Daily Rates				
		Non-Degreed	Degreed	Degreed-Certified	Long-Term	
					Degreed	Degreed-Certified
All Respondents	528	\$66	\$75	\$85	\$95	\$110
By ESC Region						
1 Edinburg	22	\$70	\$93	\$110	\$100	\$120
2 Corpus Christi	21	65	75	85	85	133
3 Victoria	19	60	75	75	90	100
4 Houston	40	75	85	95	110	125
5 Beaumont	17	65	75	80	90	120
6 Huntsville	27	65	80	85	100	110
7 Kilgore	41	65	70	80	85	100
8 Mount Pleasant	20	60	70	75	85	100
9 Wichita Falls	13	65	70	75	90	93
10 Richardson	56	70	80	90	100	115
11 Fort Worth	49	70	80	85	100	110
12 Waco	33	65	70	75	85	100
13 Austin	39	75	85	85	100	113
14 Abilene	11	70	70	75	85	100
15 San Angelo	14	60	70	75	80	100
16 Amarillo	29	65	70	75	80	105
17 Lubbock	18	65	71	75	80	100
18 Midland	14	73	87	98	115	125
19 El Paso	9	65	80	80	85	120
20 San Antonio	36	70	80	90	90	111

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 2018–2019 school year. The survey questionnaire was sent to 1,022 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.

Median is used as a summary value for dollar amounts throughout this report. It is the middle value of a given range of data, also called the 50th percentile. Half of the reported values are at or below the median and half of the reported values are greater than the median. It is used when there may be wide variations in reported values, when the average would not be the best summary of the data.