



2019–2020 Teacher Highlights

Teacher Highlights from the 2019–2020 TASB District Personnel Salary Survey

Survey Information

- The questionnaire was sent to 1,021 Texas public school districts.
- Of those, 505 districts participated, representing 49 percent of districts in Texas. For districts with 3,000 or more students, participation was 82 percent.
- The survey represents 84 percent (302,711) of the estimated total population of teachers in Texas public schools. Of these teachers, 78 percent (234,818) work in large school districts with 10,000 or more students.
- Data represents only the survey participants. Survey participants may not have answered all questions.
- Survey data is effective October 2019.

Teacher Starting Pay and Hiring Schedules

The median starting salary for a new teacher is \$44,000, up 7.3 percent from last year. In districts with 10,000 or more students, the median starting salary is \$53,400. Of 505 responding districts, 50 percent have an entry-level salary of \$44,000 (median) or greater. These districts employ 90 percent of teachers among the respondents. The highest reported entry salary is \$60,000.

This year’s median starting salary is 31 percent higher than the state minimum starting salary of \$33,660. Only 34 responding districts, employing 1,530 total teachers, reported paying teachers the state minimum for all benchmark years listed below as determined in the State Minimum Salary Schedule.

Exhibit 1. Median Teacher Hiring Schedules*

	0 Years	5 Years	10 Years	15 Years	20 Years	Highest Salary
All Respondents	\$44,000	\$46,600	\$50,086	\$53,900	\$57,445	\$61,116
Percent change from 2018–2019	7.3%	8.6%	8.6%	8.3%	8.3%	6.3%
<i>State Minimum Hiring Schedule</i>	\$33,660	\$38,880	\$45,630	\$50,710	\$54,540	\$54,540
<i>Percent Above State Minimum</i>	30.7%	19.9%	9.8%	6.3%	5.3%	12.1%

*10-month contract with no stipends

Average Teacher Salaries

The median teacher average salary in responding districts is \$52,162 for 2019–2020, up 7.4 percent from 2018–2019. The change in teacher average salary for 2019–2020 is heavily influenced by teacher increases granted under House Bill 3 (HB3). Median teacher average salaries varied by enrollment: from \$48,701 in districts with fewer than 500 students to \$59,549 in districts with 50,000 or more students. By ESC region, salaries ranged from \$47,340 in Region 17 to \$59,697 in Region 4.

Exhibit 2. Median Teacher Average Salaries

	Number of Respondents	Number of Teachers	Percent of Teachers in Survey	Median Teacher Average Salary
All Respondents	497	302,711	100.0%	\$52,162
By Enrollment				
1 to 499	62	1,731	0.6%	\$48,701
500 to 999	83	5,202	1.7%	50,650
1,000 to 1,599	71	6,850	2.3%	50,250
1,600 to 2,999	70	10,885	3.6%	51,119
3,000 to 4,999	53	15,028	5.0%	53,000
5,000 to 9,999	57	28,197	9.3%	56,215
10,000 to 24,999	52	55,962	18.5%	57,248
25,000 to 49,999	29	72,863	24.1%	58,759
50,000 and over	20	105,993	35.0%	59,549
By ESC Region				
1 Edinburg	28	23,907	7.9%	\$54,526
2 Corpus Christi	21	5,019	1.7%	51,477
3 Victoria	18	1,572	0.5%	50,982
4 Houston	41	74,542	24.6%	59,697
5 Beaumont	12	2,984	1.0%	49,687
6 Huntsville	21	10,093	3.3%	51,920
7 Kilgore	34	6,818	2.3%	49,264
8 Mount Pleasant	19	2,650	0.9%	50,016
9 Wichita Falls	15	2,320	0.8%	48,938
10 Richardson	53	49,954	16.5%	55,834
11 Fort Worth	46	35,926	11.9%	55,615
12 Waco	28	8,230	2.7%	50,874
13 Austin	39	24,758	8.2%	52,492
14 Abilene	11	2,150	0.7%	48,987
15 San Angelo	15	2,542	0.8%	49,770
16 Amarillo	22	4,856	1.6%	50,665
17 Lubbock	17	4,623	1.5%	47,340
18 Midland	13	2,839	0.9%	51,000
19 El Paso	10	11,468	3.8%	56,097
20 San Antonio	34	25,460	8.4%	53,281

Teacher Shortage Stipends

Of 505 responding districts, 86 percent pay shortage stipends to teachers in at least one identified shortage area.

Mathematics is the most frequently reported shortage stipend, with 58 percent of responding districts paying the stipend. The median math stipend is \$2,500, unchanged compared to the prior two years. The median science stipend is \$2,500, also consistent with prior years. While math and science stipends are the most frequently paid, bilingual education stipends are the highest value. The median bilingual stipend is \$3,050, up \$50 from last year.

Exhibit 3. Shortage Stipends by Subject Area

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	505	293	58.0%	\$2,500
Science	505	275	54.5%	2,500
Bilingual Education	505	260	51.5%	3,050
English as a Second Language	505	191	37.8%	1,000
Special Education (General)	505	179	35.4%	1,500
Special Education (Self-Contained)	505	256	50.7%	2,000
Foreign Language	505	158	31.3%	2,500

Teacher Degree and Leadership Stipends

Over 80 percent of responding districts (410) 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.

The median stipend for a general master's degree (any area of study) is \$1,000, identical to the past two years, while the median stipend for a master's degree in the teaching subject-area is \$1,800, an increase of \$300 over 2018–2019.

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 4. Degree and Leadership Stipends

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Master's Degree (General)	505	374	74.1%	\$1,000
Master's Degree (Subject-Area)	505	71	14.1%	1,800
Department Chair/Grade Leader - High School	505	311	61.6%	1,500
Department Chair/Grade Leader - Middle School	505	288	57.0%	1,000
Department Chair/Grade Leader - Elementary	505	223	44.2%	750
Mentor Teacher	505	223	44.2%	500

Substitute Teacher Pay Rates

Daily rates for teacher substitutes increased slightly compared to 2018–2019. Only the median rate for long-term degreed-certified substituted remained the same; median rates for other types of substitutes increased between 2 and 7 percent.

Exhibit 5. Median Substitute Rates by ESC Region

	Number of Districts Responding	Non-Degreed	Degreed	Degreed-Certified	Long-Term Degreed	Long-Term Degreed-Certified
All Respondents	498	\$70	\$80	\$87	\$100	\$110
By ESC Region						
1 Edinburg	24	\$70	\$98	\$110	\$105	\$123
2 Corpus Christi	22	70	78	90	90	125
3 Victoria	18	65	75	78	85	100
4 Houston	42	75	90	100	115	143
5 Beaumont	12	65	80	80	100	115
6 Huntsville	22	65	80	90	100	125
7 Kilgore	34	70	75	83	90	110
8 Mount Pleasant	19	65	70	75	80	100
9 Wichita Falls	16	70	75	80	95	100
10 Richardson	55	70	83	90	105	125
11 Fort Worth	46	70	80	85	100	110
12 Waco	28	65	75	80	90	110
13 Austin	39	80	85	85	100	110
14 Abilene	11	65	75	75	85	100
15 San Angelo	15	60	70	75	80	100
16 Amarillo	20	65	75	75	93	120
17 Lubbock	17	65	75	75	90	95
18 Midland	13	75	95	100	115	135
19 El Paso	10	65	83	93	90	123
20 San Antonio	35	75	80	90	98	115

Description of Survey

The survey is a compilation of salary information for classroom teachers collected by TASB HR Services during the fall of the 2019–2020 school year. The survey questionnaire was sent to 1,021 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. Median is used when there may be wide variations in reported values, which would skew average values.