



# 2020–2021 Teacher Highlights

## Teacher Highlights from the 2020–2021 TASB District Personnel Salary Survey

### Survey Information

- The questionnaire was sent to 1,020 Texas public school districts.
- Of those, 576 districts participated, representing 56 percent of districts in Texas. For districts with 3,000 or more students, participation was 85 percent.
- The survey represents 84 percent (305,313) of the estimated total population of teachers in Texas public schools. Of these teachers, 75 percent (228,153) 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 2020.

### Teacher Starting Pay and Hiring Schedules

The median starting salary for a new teacher is \$43,250, down 1.7 percent from last year. The decreased medians by years of experience are due to the increase in participation (up from 505 to 576 districts), which included many small districts where pay is generally lower than large districts (up from 62 to 106 districts with fewer than 500 students).

In districts with 10,000 or more students, the median starting salary is \$54,075—a 1.3 percent increase from last year. Of 576 responding districts, 50 percent have an entry-level salary of \$43,250 (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 29 percent higher than the state minimum starting salary of \$33,660. Only 49 responding districts, employing 1,856 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
<b>All Respondents</b>	\$43,250	\$45,973	\$50,000	\$53,674	\$57,262	\$61,343
Percent change from 2019–2020	- 1.7%	- 1.3%	- 0.2%	- 0.4%	- 0.3%	0.4%
<i>State Minimum Hiring Schedule</i>	\$33,660	\$38,880	\$45,630	\$50,710	\$54,540	\$54,540
<i>Percent Above State Minimum</i>	28.5%	18.2%	9.6%	5.8%	5.0%	12.5%

\*10-month contract with no stipends

## Average Teacher Salaries

The median teacher average salary in responding districts is \$51,989 for 2020–2021, down 0.3 percent from 2019–2020. The change in teacher average salary for 2020–2021 is influenced by the increase in small district participation. Median teacher average salaries varied by enrollment: from \$48,075 in districts with fewer than 500 students to \$60,264 in districts with 50,000 or more students. By ESC region, salaries ranged from \$47,605 in Region 9 to \$60,991 in Region 4.

### Exhibit 2. Median Teacher Average Salaries

	Number of Respondents	Number of Teachers	Percent of Teachers in Survey	Median Teacher Average Salary
<b>All Respondents</b>	576	305,313	100.0%	\$51,989
<b>By Enrollment</b>				
1 to 499	106	2,864	0.9%	\$48,075
500 to 999	94	6,002	2.0%	49,657
1,000 to 1,599	74	7,505	2.5%	50,226
1,600 to 2,999	79	12,981	4.3%	51,586
3,000 to 4,999	63	17,652	5.8%	53,761
5,000 to 9,999	60	30,156	9.9%	57,037
10,000 to 24,999	53	56,878	18.6%	57,265
25,000 to 49,999	29	71,173	23.3%	60,300
50,000 and over	18	100,102	32.8%	60,264
<b>By ESC Region</b>				
1 Edinburg	29	23,857	7.8%	\$55,779
2 Corpus Christi	21	2,618	0.9%	53,128
3 Victoria	23	2,966	1.0%	50,440
4 Houston	42	73,620	24.1%	60,991
5 Beaumont	16	4,217	1.4%	51,272
6 Huntsville	27	11,894	3.9%	51,040
7 Kilgore	50	8,014	2.6%	47,865
8 Mount Pleasant	23	3,003	1.0%	48,630
9 Wichita Falls	20	2,457	0.8%	47,605
10 Richardson	53	49,552	16.2%	55,796
11 Fort Worth	47	35,986	11.8%	56,924
12 Waco	40	9,669	3.2%	51,212
13 Austin	37	24,365	8.0%	53,092
14 Abilene	15	2,181	0.7%	49,497
15 San Angelo	18	2,561	0.8%	50,026
16 Amarillo	29	5,443	1.8%	49,082
17 Lubbock	16	4,511	1.5%	49,382
18 Midland	21	3,223	1.1%	52,000
19 El Paso	9	11,686	3.8%	56,341
20 San Antonio	40	23,490	7.7%	54,175

### Teacher Shortage Stipends

Of 576 responding districts, 82 percent pay shortage stipends to teachers in at least one identified shortage area.

Mathematics is the most frequently reported shortage stipend, with 56.6 percent of responding districts paying the stipend. The median math stipend is \$3,000, up by \$500 compared to last year. The median science stipend is \$2,650, which is a slight increase from prior years. While math and science stipends are the most frequently paid, bilingual education stipends are the highest value. The median bilingual stipend is \$3,500, up \$450 from last year.

**Exhibit 3. Shortage Stipends by Subject Area**

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	576	326	56.6%	\$3,000
Science	576	310	53.8%	\$2,650
Bilingual Education	576	270	46.9%	\$3,500
English as a Second Language	576	199	34.5%	\$1,000
Special Education (General)	576	83	14.4%	\$1,500
Special Education (Self-Contained)	576	210	36.5%	\$1,500
Foreign Language	576	301	52.3%	\$2,000

### Teacher Degree and Leadership Stipends

Over 77 percent of responding districts (444) 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 (62) 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 three years, while the median stipend for a master’s degree in the teaching subject-area is \$2,000, an increase of \$200 over 2019–2020.

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)	576	415	72.0%	\$1,000
Master's Degree (Subject-Area)	576	62	10.8%	\$2,000
Department Chair/Grade Leader - High School	576	327	56.8%	\$1,480
Department Chair/Grade Leader - Middle School	576	305	53.0%	\$1,000
Department Chair/Grade Leader - Elementary	576	230	39.9%	\$ 750
Mentor Teacher	576	225	39.1%	\$ 500

## Substitute Teacher Pay Rates

Daily rates for teacher substitutes are similar compared to 2019–2020. Only the median rate for short-term degreed-certified and long-term degreed-certified slightly increased.

**Exhibit 5. Median Substitute Rates by ESC Region**

	Number of Districts Responding	Non-Degreed	Degreed	Degreed-Certified	Long-Term Degreed	Long-Term Degreed-Certified
<b>All Respondents</b>	576	\$70	\$80	\$90	\$100	\$115
<b>By ESC Region</b>						
1 Edinburg	29	\$70	\$90	\$110	\$100	\$120
2 Corpus Christi	21	74	80	93	90	125
3 Victoria	23	70	80	80	90	105
4 Houston	42	80	90	100	115	145
5 Beaumont	16	65	75	80	90	113
6 Huntsville	27	70	80	90	100	123
7 Kilgore	50	65	75	80	90	100
8 Mount Pleasant	23	65	70	80	80	100
9 Wichita Falls	20	68	75	80	90	100
10 Richardson	53	75	85	93	100	125
11 Fort Worth	47	75	80	90	100	113
12 Waco	40	70	75	80	95	105
13 Austin	37	82	86	95	100	120
14 Abilene	15	73	78	80	88	100
15 San Angelo	18	70	73	83	83	100
16 Amarillo	29	70	73	75	80	105
17 Lubbock	16	70	75	80	90	100
18 Midland	21	80	90	110	113	130
19 El Paso	9	70	85	100	105	135
20 San Antonio	40	75	85	90	95	123

## Description of Survey

The survey is a compilation of salary information for classroom teachers collected by TASB HR Services during the fall of the 2020–2021 school year. The survey questionnaire was sent to 1,020 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.