



2021–2022 Teacher Highlights

Teacher Highlights from the 2021–2022 TASB District Personnel Salary Survey

Survey Information

- The questionnaire was sent to 1,020 Texas public school districts.
- Of those, 517 districts participated, representing 51 percent of districts in Texas. For districts with 3,000 or more students, participation was 84 percent.
- The survey represents 80 percent (369,462) of the estimated total population of teachers in Texas public schools. Of these teachers, 75 percent (222,506) 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 2021.

Teacher Starting Pay and Hiring Schedules

The median starting salary for a new teacher is \$45,800, up 5.9 percent from last year. The medians by years of experience are affected by survey participation, which decreased from 576 last year to 517 districts this year. The sample of districts also affects the median salary values. Teacher pay in small districts is generally lower than large districts, and when more large districts participate in the survey, the median values will generally be higher. This year, participation for districts with fewer than 1,000 students decreased from 200 last year to 147 this year. The ratio of large districts to small districts was 77.4 percent in 2020–2021, but this year that ratio increased to 84.9 percent, which yielded higher survey median salaries than last year.

In districts with 10,000 or more students, the median starting salary is \$55,000—a 1.7 percent increase from last year. Of 517 responding districts, 50 percent have an entry-level salary of \$45,800 (median) or greater. These districts employ 91 percent of teachers among the respondents. The highest reported entry salary is \$62,500.

This year’s median starting salary is 36 percent higher than the state minimum starting salary of \$33,660. Only 26 responding districts, employing 1,137 total teachers, reported paying teachers the state minimum for all benchmark years listed below as determined in the State Minimum Salary Schedule (includes districts paying within 10 cents above the state minimum schedule).

Exhibit 1. Median Teacher Hiring Schedules*

	0 Years	5 Years	10 Years	15 Years	20 Years	Highest Salary
All Respondents	\$45,800	\$48,100	\$51,455	\$55,130	\$58,688	\$62,670
Percent change from 2019–2020	5.9%	4.6%	2.9%	2.7%	2.5%	2.2%
<i>State Minimum Hiring Schedule</i>	\$33,660	\$38,880	\$45,630	\$50,710	\$54,540	\$54,540
<i>Percent Above State Minimum</i>	36.1%	23.7%	12.8%	8.7%	7.6%	14.9%

*10-month contract with no stipends



Average Teacher Salaries

The median teacher average salary in responding districts is \$53,500 for 2021–2022, up 2.9 percent from 2020–2021. The change in teacher average salary for 2021–2022 is influenced by the number of small and large districts that participate in the survey. Median teacher average salaries varied by enrollment: from \$49,966 in districts with fewer than 500 students to \$62,127 in districts with 50,000 or more students. By ESC region, salaries ranged from \$48,704 in Region 9 to \$62,319 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	517	294,795	100.0%	\$53,500
By Enrollment				
1 to 499	68	1,931	0.7%	\$49,966
500 to 999	79	4,841	1.6%	\$50,097
1,000 to 1,599	68	6,816	2.3%	\$52,061
1,600 to 2,999	86	13,922	4.7%	\$52,462
3,000 to 4,999	59	16,469	5.6%	\$55,350
5,000 to 9,999	57	28,310	9.6%	\$57,864
10,000 to 24,999	54	56,539	19.2%	\$58,587
25,000 to 49,999	28	70,404	23.9%	\$61,456
50,000 and over	18	95,563	32.4%	\$62,127
By ESC Region				
1 Edinburg	26	21,070	7.1%	\$56,669
2 Corpus Christi	24	5,334	1.8%	\$54,789
3 Victoria	19	2,527	0.9%	\$51,468
4 Houston	42	75,186	25.5%	\$62,319
5 Beaumont	16	4,063	1.4%	\$52,220
6 Huntsville	26	11,516	3.9%	\$52,522
7 Kilgore	40	6,074	2.1%	\$49,597
8 Mount Pleasant	18	2,620	0.9%	\$49,162
9 Wichita Falls	14	2,040	0.7%	\$48,704
10 Richardson	55	46,234	15.7%	\$56,300
11 Fort Worth	43	34,118	11.6%	\$58,577
12 Waco	34	9,504	3.2%	\$51,990
13 Austin	36	24,799	8.4%	\$54,392
14 Abilene	13	2,009	0.7%	\$49,449
15 San Angelo	13	2,037	0.7%	\$49,713
16 Amarillo	22	4,889	1.7%	\$48,980
17 Lubbock	16	4,488	1.5%	\$50,061
18 Midland	16	2,997	1.0%	\$56,010
19 El Paso	10	11,447	3.9%	\$57,789
20 San Antonio	34	21,843	7.4%	\$54,976

* Some districts did not report an average teacher salary and are not included in the calculations.

Teacher Shortage Stipends

Of 517 responding districts, 88 percent pay shortage stipends to teachers in at least one identified shortage area.

Mathematics is the most frequently reported shortage stipend, with 62 percent of responding districts paying the stipend. The median math stipend is \$3,000, same as last year. The median science stipend is \$3,000, 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, same as last year.

Exhibit 3. Shortage Stipends by Subject Area

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	517	320	61.9%	\$3,000
Science	517	298	57.6%	\$3,000
Bilingual Education	517	266	51.5%	\$3,500
ESL - General	517	201	38.9%	\$1,000
ESL - Dual Language Program	517	69	13.3%	\$1,500
Special Education - General	517	201	38.9%	\$1,500
Special Education - Self-Contained	517	290	56.1%	\$2,000
Foreign Language	517	158	30.6%	\$2,563

Teacher Degree and Leadership Stipends

Over 81 percent of responding districts (420) 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 (36) 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 four years, and the median stipend for a master’s degree in the teaching subject-area is \$2,000, same as last year.

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	517	388	75.0%	\$1,000
Master’s Degree - Subject-Area	517	69	13.3%	\$2,000
Department Chair/Grade Leader - High School	517	309	59.8%	\$1,200
Department Chair/Grade Leader - Middle School	517	293	56.7%	\$1,000
Department Chair/Grade Leader - Elementary	517	232	44.9%	\$800
Mentor Teacher	517	229	44.3%	\$500

Substitute Teacher Pay Rates

Daily rates for teacher substitutes are similar compared to 2020–2021. Statewide medians increased for all substitute types except long-term degreed, which remained at \$100.

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	517	\$75	\$85	\$95	\$100	\$125
By ESC Region						
1 Edinburg	26	\$75	\$100	\$115	\$110	\$125
2 Corpus Christi	24	\$75	\$90	\$95	\$95	\$138
3 Victoria	19	\$75	\$85	\$95	\$90	\$110
4 Houston	42	\$80	\$91	\$105	\$116	\$140
5 Beaumont	16	\$70	\$80	\$85	\$95	\$118
6 Huntsville	26	\$75	\$88	\$100	\$105	\$130
7 Kilgore	40	\$75	\$80	\$90	\$100	\$113
8 Mount Pleasant	18	\$65	\$73	\$80	\$85	\$100
9 Wichita Falls	14	\$80	\$90	\$95	\$100	\$103
10 Richardson	55	\$80	\$90	\$100	\$105	\$125
11 Fort Worth	43	\$83	\$93	\$95	\$110	\$125
12 Waco	34	\$70	\$80	\$85	\$100	\$110
13 Austin	36	\$90	\$90	\$100	\$107	\$125
14 Abilene	13	\$75	\$75	\$85	\$90	\$100
15 San Angelo	13	\$73	\$78	\$85	\$98	\$100
16 Amarillo	22	\$72	\$75	\$80	\$100	\$125
17 Lubbock	16	\$70	\$80	\$90	\$93	\$110
18 Midland	16	\$85	\$98	\$120	\$110	\$130
19 El Paso	10	\$75	\$100	\$123	\$120	\$140
20 San Antonio	34	\$80	\$85	\$95	\$100	\$133

Description of Survey

The survey is a compilation of salary information for classroom teachers collected by TASB HR Services during the fall of the 2021–2022 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.