

## 2011–12 Teacher Salary Survey Highlights

### Survey Information

- 1,029 Texas public school districts received the Salary Survey questionnaire.
- 627 districts responded to the teacher salary portion of the questionnaire, representing 61 percent of districts statewide.
- Survey participants may not have answered all questions.
- Survey data is effective September 2011.

### Teacher Survey Sample

This year’s survey includes 84 percent (281,586) of the estimated total population of teachers in Texas public schools. Seventy-three percent of teachers (205,703) represented in the survey work in school districts with more than 10,000 students and 94 percent of those districts provided teacher salary data for this survey. There were 334,930 teachers employed in Texas public schools in 2010–11, according to TEA’s Standard Reports.

### Teacher Salaries

The weighted average teacher salary in responding districts is \$48,666 for 2011–12, virtually unchanged from the 2010–11 average salary of \$48,639. Weighted average salaries by enrollment range from \$41,153 in districts with fewer than 500 students to \$50,732 in districts with more than 50,000 students.

Average Salaries by ESC Region		Number of Respondents	Number of Teachers	Percent of Teachers in Survey	Weighted Average Salary
<b>All Respondents</b>		<b>613</b>	<b>280,832</b>	<b>100.0%</b>	<b>\$48,666</b>
<b>1</b>	<b>Edinburg</b>	25	23,593	8.4%	\$48,360
<b>2</b>	<b>Corpus Christi</b>	28	5,593	2.0%	\$45,878
<b>3</b>	<b>Victoria</b>	26	2,320	0.8%	\$45,162
<b>4</b>	<b>Houston</b>	46	65,126	23.2%	\$50,742
<b>5</b>	<b>Beaumont</b>	16	2,899	1.0%	\$44,798
<b>6</b>	<b>Huntsville</b>	28	10,180	3.6%	\$47,002
<b>7</b>	<b>Kilgore</b>	37	7,898	2.8%	\$44,234
<b>8</b>	<b>Mount Pleasant</b>	27	3,424	1.2%	\$42,123
<b>9</b>	<b>Wichita Falls</b>	18	2,424	0.9%	\$45,426
<b>10</b>	<b>Richardson</b>	57	43,051	15.3%	\$50,044
<b>11</b>	<b>Fort Worth</b>	48	27,639	9.8%	\$50,344
<b>12</b>	<b>Waco</b>	45	8,819	3.1%	\$44,954
<b>13</b>	<b>Austin</b>	40	23,176	8.3%	\$46,433
<b>14</b>	<b>Abilene</b>	21	2,101	0.7%	\$42,968
<b>15</b>	<b>San Angelo</b>	26	2,873	1.0%	\$43,017
<b>16</b>	<b>Amarillo</b>	26	4,858	1.7%	\$46,254
<b>17</b>	<b>Lubbock</b>	28	4,684	1.7%	\$44,026
<b>18</b>	<b>Midland</b>	22	4,174	1.5%	\$46,903
<b>19</b>	<b>El Paso</b>	10	11,678	4.2%	\$48,952
<b>20</b>	<b>San Antonio</b>	39	24,322	8.7%	\$50,043

Average Salaries by Enrollment	Number of Respondents	Number of Teachers	Percent of Teachers in Survey	Weighted Average Salary
All Respondents	613	280,832	100.0%	\$48,666
1 to 499	124	3,175	1.1%	\$41,153
500 to 999	105	6,303	2.2%	\$43,155
1,000 to 1,599	77	7,329	2.6%	\$44,262
1,600 to 2,999	83	12,899	4.6%	\$44,049
3,000 to 4,999	65	17,438	6.2%	\$45,835
5,000 to 9,999	61	27,985	10.0%	\$47,473
10,000 to 24,999	53	54,774	19.5%	\$49,308
25,000 to 49,999	29	67,753	24.1%	\$49,051
50,000 and over	16	83,176	29.6%	\$50,732

### Pay Increases

The average teacher salary in Texas remained unchanged from 2010–11. Nearly half (47 percent) of districts froze salaries for all employees for this year. The largest Texas districts, those with more than 10,000 students, were most likely to freeze salaries (83 percent), affecting well over 70 percent of all teachers in the state. Of the districts that gave an increase this year, the average amount was 2 percent. Teachers in the smallest districts in Texas, those with fewer than 1,000 students, were more likely to receive a pay increase this year. Only 25 percent of these districts froze salaries.

Pay increases for other district employees were similarly affected by salary freezes. In districts that gave increases, the average was 2 percent for non-teacher employees. Statewide, the average increase drops to 1 percent when all districts are considered. Districts were most likely to freeze administrator salaries, even if they were giving increases to other employees. Sixty-three percent of responding districts froze salaries for administrators.

### Starting Pay

Teacher starting pay declined for the first time in at least three decades. The average starting salary for a new teacher is \$35,794, down slightly from the 2010–11 average of \$36,009. This year's average starting salary is 31 percent higher than the state minimum starting salary of \$27,320. The average starting salary in districts with more than 10,000 students is \$43,548, slightly lower than last year's starting salary of \$43,706.

Twenty-nine percent of districts (183) have an entry-level salary of \$40,000 or greater. These districts employ 80 percent of teachers in the sample. The highest reported entry salary is \$50,000. Thirty districts (4.8 percent), employing 1,272 teachers (0.4 percent), reported paying teachers only the State Minimum Salary Schedule.

### Teacher Stipends and Incentives

#### Master's Degree Stipends

Sixty-seven percent of districts (421) pay more to teachers with master's degrees, typically paid as a stipend. Of those districts, most (92 percent) pay extra for any type of master's degree (e.g. educational administration, counselor, etc.). Five percent (21) limit the incentive to only those teachers with a master's degree in their assigned teaching field. The other 3 percent pay for all master's degrees but pay a larger stipend to teachers with advanced degrees in their subject area.

The average stipend paid for a master's degree in any area of study is \$1,110. The average stipend paid for a master's degree in the assigned teaching field is \$1,740.

#### Shortage Stipends

Seventy-two percent of respondents (450 districts) pay shortage stipends to teachers in at least one shortage area, a decrease from 2010–11. Most districts (86 percent) with more than 3,000 students pay critical shortage stipends in at least one area.



Mathematics is the most frequently reported stipend paid with nearly half of districts (46 percent) paying an average stipend of \$2,358. The average math stipend decreased 2.5 percent this year. The average science stipend is \$2,246, down 5 percent from 2010–11. As in the previous several years, math and science stipends are the most frequently paid but bilingual education stipends are generally higher. The average bilingual stipend is \$2,483, also down from last year.

### Leadership Roles

Districts also reported stipends paid for various campus leadership roles such as department chairs and mentor teachers. Districts with enrollments less than 1,000 students were not asked to provide data regarding department chair stipends.

- 280 districts (72 percent) pay an average stipend of \$1,447 to high school department chairs.
- 253 districts (65 percent) pay an average stipend of \$1,070 to middle school department chairs.
- 186 districts (48 percent) pay an average stipend of \$798 to elementary school department chairs.

### Other Incentives

In 2011–12, 61 districts (10 percent) indicated that the district provides signing bonuses to some newly hired teachers. The average reported signing bonus is \$2,415. Of those, 47 (77 percent) restrict the signing bonus 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 math and science teachers. Only one district indicated that a signing bonus is given to all newly hired teachers.

In districts with enrollment of 1,000 or more, 8 districts (2 percent) pay stipends to teachers for taking an assignment at a hard-to-staff campus. The average stipend is \$2,354. There is wide variation in the amounts paid and the regional location of these districts. Campus assignment stipends range from \$1,000 to \$5,000.

Twenty districts (5 percent) pay an average stipend of \$2,189 to teachers with National Board Certification<sup>®</sup> from the National Board for Professional Teacher Standards (NBPTS).

### Description of Survey

This report is a compilation of salary information for classroom teachers collected by TASB HR Services during the fall of the 2011–12 school year. The survey questionnaire was mailed to the 1,029 Texas 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 other teacher pay practices. 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 sample size. Districts with fewer than 1,000 students were not asked to report data related to hard-to-staff campus, National Board Certification<sup>®</sup>, or department chair/grade leader stipends.

The use of **weighted averages** in teacher salary analysis results in districts with a larger portion of the employee sample having a proportionately greater weight in determining the average salary for the total group.