

## Teacher Highlights from the 2025-2026 TASB District Personnel Salary Survey

### Survey Information

- All 1,018 Texas public school districts received the District Personnel Salary Survey questionnaire.
- Of those, 561 districts participated, representing 55 percent of districts in Texas. For districts with 3,000 or more students, participation was 83 percent.
- The survey represents approximately 80 percent (294,044) of the estimated total population of teachers (369,800) in Texas public schools. Of these teachers, 76 percent (222,883) work in large school districts with 10,000 or more students.
- The reported data represents only the survey participants. Survey participants may not have answered all questions. Survey data is effective December 2025.

### Teacher Starting Pay and Hiring Schedules

The median starting salary for a new teacher is \$50,000, up 3.1 percent from last year. Pay for teachers in small and rural districts is generally lower than large and urban districts. Participation from districts with fewer than 1,000 students is similar to last year (191 this year, compared to 190 last year).

In districts with 10,000 or more students, the median starting salary is \$61,121 — a 1.8 percent increase from last year. Of 561 responding districts, 49 percent have an entry-level salary of greater than \$50,000, and these districts employ 91 percent of teachers among the respondents. The highest reported entry salary is \$67,000, and the five districts reporting the highest starting salaries are in ESC Regions 4 and 6.

This year's median starting salary is 47.2 percent higher than the state minimum starting salary of \$33,960. Only 8 responding districts, employing 250 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>	<b>\$50,000</b>	<b>\$58,600</b>	<b>\$62,000</b>	<b>\$65,596</b>	<b>\$69,000</b>	<b>\$73,903</b>
Percent change from 2024–2025	3.1%	14.3%	13.9%	13.0%	12.2%	11.0%
<i>State Minimum Hiring Schedule</i>	<i>\$33,960</i>	<i>\$39,230</i>	<i>\$46,040</i>	<i>\$51,160</i>	<i>\$55,030</i>	<i>\$55,030</i>
<i>Percent Above State Minimum</i>	<i>47.2%</i>	<i>49.4%</i>	<i>34.7%</i>	<i>28.2%</i>	<i>25.4%</i>	<i>34.3%</i>

\* 10-month contract with no stipends.

## Average Teacher Salaries

The median teacher average salary in responding districts is \$62,935 for 2025-2026, up 11.8 percent from 2024-2025. Median teacher average salaries varied by enrollment: from \$58,280 in districts with fewer than 500 students to \$71,940 in districts with 50,000 or more students. By ESC region, median average salaries ranged from \$56,760 in Region 17 to \$71,826 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>	<b>561</b>	<b>294,044</b>	<b>100.0%</b>	<b>\$62,935</b>
<b>By Enrollment</b>				
1 to 499	93	2,524	0.9%	\$58,280
500 to 999	98	6,192	2.1%	\$60,128
1,000 to 1,599	74	7,689	2.6%	\$61,650
1,600 to 2,999	72	11,257	3.8%	\$63,188
3,000 to 4,999	58	15,410	5.2%	\$64,390
5,000 to 9,999	58	28,089	9.6%	\$65,959
10,000 to 24,999	61	64,401	21.9%	\$67,705
25,000 to 49,999	33	81,515	27.7%	\$69,400
50,000 and over	14	76,967	26.2%	\$71,940
<b>By ESC Region</b>				
1 Edinburg	28	20,604	7.0%	\$64,657
2 Corpus Christi	21	5,121	1.7%	\$63,863
3 Victoria	19	2,387	0.8%	\$60,358
4 Houston	44	73,979	25.2%	\$71,826
5 Beaumont	22	4,621	1.6%	\$60,762
6 Huntsville	31	13,717	4.7%	\$61,736
7 Kilgore	46	7,735	2.6%	\$59,406
8 Mount Pleasant	19	2,183	0.7%	\$57,283
9 Wichita Falls	15	1,110	0.4%	\$59,890
10 Richardson	54	50,289	17.1%	\$67,417
11 Fort Worth	50	28,167	9.6%	\$66,748
12 Waco	34	9,002	3.1%	\$60,978
13 Austin	40	24,319	8.3%	\$63,744
14 Abilene	15	1,802	0.6%	\$57,706
15 San Angelo	14	2,126	0.7%	\$58,839
16 Amarillo	23	4,402	1.5%	\$57,133
17 Lubbock	19	4,029	1.4%	\$56,760
18 Midland	17	4,134	1.4%	\$64,260
19 El Paso	9	7,806	2.7%	\$68,801
20 San Antonio	41	26,511	9.0%	\$65,986

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

## Teacher Shortage Stipends

Of 561 responding districts, 90 percent pay shortage stipends to teachers in at least one identified shortage area.

The high needs special education stipend is the most common stipend reported with 73 percent of responding districts reporting it, and a median value of \$3,000 (an increase from \$2,500 for multiple years). Mathematics and science stipends are tied for the second most frequently reported shortage stipend, with 58 percent of responding districts paying these stipends. The median math stipend is \$3,000, and the median science stipend is \$3,000, both matching last year's median values. While math, special education, and science stipends are the most frequently paid, bilingual education stipends are the highest value again this year. The median bilingual stipend is \$4,000, which is the same as previous years.

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

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	561	337	60.1%	\$3,000
Science	561	328	58.5%	\$3,000
Bilingual Education	561	268	47.8%	\$4,000
ESL - General	561	233	41.5%	\$1,000
ESL - Dual Language Program	561	91	16.2%	\$2,000
Special Education - General	561	292	52.0%	\$2,000
Special Education - High Needs	561	409	72.9%	\$3,000
Foreign Language	561	193	34.4%	\$3,000

## Teacher Degree and Leadership Stipends

Over 83 percent of responding districts (469) 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 (20 districts) or pay a higher stipend to those teachers (41 districts). The median stipend for a general master's degree (any area of study) is \$1,000, identical to the past five years, and the median stipend for a teaching subject-area master's degree is \$2,000, also the same as previous years.

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	561	449	80.0%	\$1,000
Master's Degree - Subject-Area	561	61	10.9%	\$2,000
Department Chair/Grade Leader - High School	561	338	60.2%	\$1,325
Department Chair/Grade Leader - Middle School	561	321	57.2%	\$1,000
Department Chair/Grade Leader - Elementary	561	272	48.5%	\$ 888
Mentor Teacher	561	306	54.5%	\$ 563

Survey data is effective December 2025

## Substitute Teacher Pay Rates

Daily rates for short-term teacher substitutes increased by \$5 compared to last year, which follows the annual increase pattern we have seen the past few years. Additionally, the long-term degreed and degreed-certified substitute rates saw a \$5 increase. Long-term substitutes have remained stagnant in past years, so these changes likely reflect a shift in district needs for a more robust pool of long-term substitutes, in addition to their short-term substitutes.

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

	Number of Districts Responding	Non-Degreed	Short-Term Degreed	Short-Term Degreed-Certified	Long-Term Degreed	Long-Term Degreed-Certified
<b>All Respondents</b>	561	\$90	\$100	\$110	\$115	\$135
<b>By ESC Region</b>						
1 Edinburg	28	\$90	\$113	\$135	\$125	\$148
2 Corpus Christi	21	\$90	\$105	\$120	\$118	\$140
3 Victoria	19	\$80	\$90	\$100	\$110	\$118
4 Houston	44	\$90	\$105	\$120	\$125	\$160
5 Beaumont	22	\$80	\$88	\$95	\$100	\$123
6 Huntsville	31	\$85	\$98	\$110	\$115	\$135
7 Kilgore	46	\$80	\$93	\$100	\$108	\$125
8 Mount Pleasant	19	\$90	\$90	\$110	\$105	\$125
9 Wichita Falls	15	\$90	\$90	\$100	\$110	\$110
10 Richardson	54	\$90	\$100	\$110	\$125	\$145
11 Fort Worth	50	\$90	\$100	\$110	\$118	\$130
12 Waco	34	\$85	\$95	\$100	\$110	\$123
13 Austin	40	\$100	\$110	\$120	\$128	\$150
14 Abilene	15	\$85	\$90	\$100	\$100	\$100
15 San Angelo	14	\$90	\$100	\$110	\$110	\$125
16 Amarillo	23	\$80	\$90	\$100	\$100	\$125
17 Lubbock	19	\$80	\$84	\$100	\$100	\$118
18 Midland	17	\$98	\$115	\$123	\$125	\$150
19 El Paso	9	\$90	\$123	\$145	\$128	\$150
20 San Antonio	41	\$100	\$110	\$129	\$130	\$150

### Description of Survey

The survey is a compilation of salary information for classroom teachers collected by TASB HR Services during the fall of the 2025-2026 school year. The survey questionnaire was sent to 1,018 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 is 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 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 this value. Median is used when there may be wide variations in values, which would skew average values.

Survey data is effective December 2025