

Teacher Highlights from the 2024-2025 TASB District Personnel Salary Survey

Survey Information

- All 1,018 Texas public school districts received the District Personnel Salary Survey questionnaire.
- Of those, 579 districts participated, representing 57 percent of districts in Texas. For districts with 3,000 or more students, participation was 87 percent.
- The survey represents approximately 80 percent (301,138) of the estimated total population of teachers (375,004) in Texas public schools. Of these teachers, 74 percent (222,872) 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 2024.

Teacher Starting Pay and Hiring Schedules

The median starting salary for a new teacher is \$48,500, up 2.3 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 (190 this year, compared to 177 last year).

In districts with 10,000 or more students, the median starting salary is \$59,000 — a 1.7 percent increase from last year. Of 579 responding districts, 46 percent have an entry-level salary of \$48,500 or greater, and these districts employ 90 percent of teachers among the respondents. The highest reported entry salary is \$65,500, and the five districts reporting the highest starting salaries are in ESC Regions 4, 6, and 11.

This year’s median starting salary is 44.1 percent higher than the state minimum starting salary of \$33,660. Only 16 responding districts, employing 463 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	\$48,500	\$51,250	\$54,445	\$58,034	\$61,490	\$66,560
Percent change from 2023-2024	2.3%	2.2%	1.8%	1.7%	1.2%	1.9%
<i>State Minimum Hiring Schedule</i>	<i>\$33,660</i>	<i>\$38,880</i>	<i>\$45,630</i>	<i>\$50,710</i>	<i>\$54,540</i>	<i>\$54,540</i>
<i>Percent Above State Minimum</i>	<i>44.1%</i>	<i>31.8%</i>	<i>19.3%</i>	<i>14.4%</i>	<i>12.7%</i>	<i>22.0%</i>

* 10-month contract with no stipends.

Average Teacher Salaries

The median teacher average salary in responding districts is \$56,300 for 2024-2025, up 1.3 percent from 2023-2024. Median teacher average salaries varied by enrollment: from \$50,603 in districts with fewer than 500 students to \$67,000 in districts with 50,000 or more students. By ESC region, median average salaries ranged from \$49,610 in Region 14 to \$67,258 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	579	301,138	100.0%	\$56,300
By Enrollment				
1 to 499	94	2,605	0.9%	\$50,603
500 to 999	96	6,062	2.0%	\$53,762
1,000 to 1,599	69	6,913	2.3%	\$54,697
1,600 to 2,999	86	13,470	4.5%	\$55,996
3,000 to 4,999	62	16,993	5.6%	\$57,392
5,000 to 9,999	66	32,225	10.7%	\$61,628
10,000 to 24,999	59	60,199	20.0%	\$63,326
25,000 to 49,999	32	80,222	26.6%	\$65,581
50,000 and over	15	82,451	27.4%	\$67,000
By ESC Region				
1 Edinburg	26	18,085	6.0%	\$59,552
2 Corpus Christi	21	4,954	1.6%	\$57,971
3 Victoria	21	2,910	1.0%	\$54,809
4 Houston	42	74,384	24.7%	\$67,258
5 Beaumont	22	4,989	1.7%	\$54,358
6 Huntsville	32	13,574	4.5%	\$55,684
7 Kilgore	54	8,834	2.9%	\$52,043
8 Mount Pleasant	21	2,742	0.9%	\$50,851
9 Wichita Falls	19	2,335	0.8%	\$52,697
10 Richardson	55	50,456	16.8%	\$60,425
11 Fort Worth	52	27,823	9.2%	\$60,306
12 Waco	37	8,851	2.9%	\$54,437
13 Austin	41	25,443	8.4%	\$58,039
14 Abilene	15	2,219	0.7%	\$49,610
15 San Angelo	11	2,046	0.7%	\$52,000
16 Amarillo	21	4,493	1.5%	\$51,551
17 Lubbock	21	4,757	1.6%	\$51,375
18 Midland	17	4,446	1.5%	\$59,482
19 El Paso	9	10,719	3.6%	\$62,903
20 San Antonio	42	27,079	9.0%	\$59,430

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

Teacher Shortage Stipends

Of 579 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 \$2,500 (the same as last year’s median for this stipend). 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, same as last year. The median science stipend is \$3,000, also matching last year. 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 last year.

Exhibit 3. Shortage Stipends by Subject Area

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	579	336	58.0%	\$3,000
Science	579	333	57.5%	\$3,000
Bilingual Education	579	278	48.0%	\$4,000
ESL - General	579	236	40.8%	\$1,000
ESL - Dual Language Program	579	79	13.6%	\$2,000
Special Education - General	579	297	51.3%	\$2,000
Special Education - High Needs	579	422	72.9%	\$2,500
Foreign Language	579	183	31.6%	\$3,000

Teacher Degree and Leadership Stipends

Over 82 percent of responding districts (478) 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 (25 districts) or pay a higher stipend to those teachers (38 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 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	579	428	73.9%	\$1,000
Master's Degree - Subject-Area	579	60	10.4%	\$2,000
Department Chair/Grade Leader - High School	579	327	56.5%	\$1,500
Department Chair/Grade Leader - Middle School	579	308	53.2%	\$1,000
Department Chair/Grade Leader - Elementary	579	251	43.4%	\$1,000
Mentor Teacher	579	273	47.2%	\$ 500

Survey data is effective December 2024

Substitute Teacher Pay Rates

Daily rates for short-term teacher substitutes increased by \$5 compared to last year. The long-term degreed and degreed-certified substitute rates remain the same as the previous year. These changes likely reflect district needs for a more robust pool of both short-term and long-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
All Respondents	579	\$85	\$95	\$105	\$110	\$130
By ESC Region						
1 Edinburg	26	\$90	\$110	\$130	\$120	\$143
2 Corpus Christi	21	\$90	\$98	\$115	\$110	\$125
3 Victoria	21	\$80	\$88	\$100	\$100	\$118
4 Houston	42	\$90	\$100	\$113	\$123	\$155
5 Beaumont	22	\$75	\$85	\$95	\$98	\$130
6 Huntsville	32	\$85	\$93	\$110	\$110	\$140
7 Kilgore	54	\$80	\$90	\$100	\$105	\$125
8 Mount Pleasant	21	\$80	\$85	\$100	\$95	\$123
9 Wichita Falls	19	\$85	\$90	\$100	\$110	\$123
10 Richardson	55	\$90	\$100	\$110	\$125	\$140
11 Fort Worth	52	\$90	\$100	\$110	\$118	\$125
12 Waco	37	\$80	\$85	\$100	\$103	\$120
13 Austin	41	\$100	\$105	\$118	\$125	\$150
14 Abilene	15	\$75	\$85	\$100	\$105	\$110
15 San Angelo	11	\$80	\$80	\$100	\$100	\$120
16 Amarillo	21	\$80	\$80	\$95	\$100	\$125
17 Lubbock	21	\$80	\$81	\$100	\$95	\$115
18 Midland	17	\$100	\$100	\$125	\$125	\$150
19 El Paso	9	\$100	\$125	\$150	\$140	\$160
20 San Antonio	42	\$100	\$100	\$120	\$120	\$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 2024-2025 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.

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