



2023-2024 Teacher Highlights

Teacher Highlights from the 2023-2024 TASB District Personnel Salary Survey

Survey Information

- The questionnaire was sent to 1,019 Texas public school districts.
- Of those, 543 districts participated representing 53 percent of districts in Texas. For districts with 3,000 or more students, participation was 81 percent.
- The survey represents approximately 78 percent (291,671) of the estimated total population of teachers (371,802) in Texas public schools. Of these teachers, 75 percent (219,166) 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 2023.

Teacher Starting Pay and Hiring Schedules

The median starting salary for a new teacher is \$47,388, up 1.8 percent from last year. Teacher pay in small and rural districts is generally lower than large and urban districts. Participation for districts with fewer than 1,000 students is similar to last year (177 this year compared to 180 last year).

In districts with 10,000 or more students, the median starting salary is \$59,000 — a 3.4 percent increase from last year. Of 543 responding districts, 50 percent have an entry-level salary of \$47,400 or greater, and these districts employ 91 percent of teachers among the respondents. The highest reported entry salary is \$65,000, and the five districts reporting the highest starting salaries are all in ESC Region 4.

This year’s median starting salary is 40.8 percent higher than the state minimum starting salary of \$33,660. Only 22 responding districts, employing 714 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	\$47,388	\$50,150	\$53,500	\$57,069	\$60,750	\$65,340
Percent change from 2022-2023	1.8%	2.0%	1.5%	2.0%	2.2%	2.4%
<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>40.8%</i>	<i>29.0%</i>	<i>17.2%</i>	<i>12.5%</i>	<i>11.4%</i>	<i>19.8%</i>

* 10-month contract with no stipends.



HR Services

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Average Teacher Salaries

The median teacher average salary in responding districts is \$55,600 for 2023-2024, up 1.7 percent from 2022-2023. Median teacher average salaries varied by enrollment: from \$49,881 in districts with fewer than 500 students to \$65,563 in districts with 50,000 or more students. By ESC region, median average salaries ranged from \$49,293 in Region 17 to \$65,568 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	543	291,671	100.0%	\$55,600
By Enrollment				
1 to 499	83	2,142	0.7%	\$49,881
500 to 999	94	5,815	2.0%	\$51,181
1,000 to 1,599	70	7,178	2.5%	\$54,478
1,600 to 2,999	78	12,638	4.3%	\$55,357
3,000 to 4,999	54	15,039	5.2%	\$57,760
5,000 to 9,999	59	29,021	9.9%	\$60,890
10,000 to 24,999	59	63,606	21.8%	\$62,606
25,000 to 49,999	32	79,734	27.3%	\$64,676
50,000 and over	14	76,498	26.2%	\$65,563
By ESC Region				
1 Edinburg	24	21,416	7.3%	\$59,369
2 Corpus Christi	20	4,918	1.7%	\$56,836
3 Victoria	16	2,134	0.7%	\$53,879
4 Houston	40	56,579	19.4%	\$65,568
5 Beaumont	20	4,414	1.5%	\$53,358
6 Huntsville	27	13,394	4.6%	\$55,680
7 Kilgore	42	7,975	2.7%	\$52,000
8 Mount Pleasant	19	2,362	0.8%	\$49,385
9 Wichita Falls	14	1,701	0.6%	\$50,178
10 Richardson	54	50,370	17.3%	\$59,292
11 Fort Worth	53	35,450	12.2%	\$59,286
12 Waco	37	10,068	3.5%	\$54,249
13 Austin	37	23,847	8.2%	\$57,330
14 Abilene	16	2,126	0.7%	\$49,955
15 San Angelo	14	2,247	0.8%	\$49,500
16 Amarillo	22	4,518	1.5%	\$50,294
17 Lubbock	23	4,650	1.6%	\$49,293
18 Midland	14	4,485	1.5%	\$58,050
19 El Paso	9	11,009	3.8%	\$62,793
20 San Antonio	42	28,008	9.6%	\$59,393

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



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Teacher Shortage Stipends

Of 543 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 nearly 68 percent of responding districts reporting it, and a median value of \$2,500 (an increase of \$500 compared to last year). Mathematics is the second 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, 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 the median value last year.

Exhibit 3. Shortage Stipends by Subject Area

	Districts Responding	Districts Paying Stipend	Percent of Respondents	Median Stipend
Mathematics	543	339	62.4%	\$3,000
Science	543	320	58.9%	\$3,000
Bilingual Education	543	258	47.5%	\$4,000
ESL - General	543	213	39.2%	\$1,000
ESL - Dual Language Program	543	79	14.5%	\$2,000
Special Education - General	543	260	47.9%	\$2,000
Special Education - High Needs	543	367	67.6%	\$2,500
Foreign Language	543	180	33.1%	\$3,000

Teacher Degree and Leadership Stipends

Over 83 percent of responding districts (452) 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 (35 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 master’s degree in the teaching subject-area 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	543	432	79.6%	\$1,000
Master's Degree - Subject-Area	543	55	10.1%	\$2,000
Department Chair/Grade Leader - High School	543	320	58.9%	\$1,375
Department Chair/Grade Leader - Middle School	543	302	55.6%	\$1,000
Department Chair/Grade Leader - Elementary	543	238	43.8%	\$1,000
Mentor Teacher	543	275	50.6%	\$ 525



Substitute Teacher Pay Rates

Daily rates for non-degreed and long-term teacher substitutes increased by \$5 compared to last year. The short-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	543	\$85	\$90	\$100	\$110	\$130
By ESC Region						
1 Edinburg	24	\$90	\$120	\$150	\$124	\$155
2 Corpus Christi	20	\$85	\$98	\$115	\$110	\$130
3 Victoria	16	\$78	\$90	\$100	\$100	\$115
4 Houston	40	\$85	\$95	\$110	\$120	\$150
5 Beaumont	20	\$75	\$80	\$90	\$90	\$125
6 Huntsville	27	\$80	\$90	\$100	\$113	\$135
7 Kilgore	42	\$80	\$85	\$100	\$100	\$120
8 Mount Pleasant	19	\$80	\$85	\$100	\$100	\$115
9 Wichita Falls	14	\$83	\$85	\$100	\$105	\$125
10 Richardson	54	\$85	\$100	\$105	\$120	\$135
11 Fort Worth	53	\$90	\$100	\$110	\$113	\$125
12 Waco	37	\$80	\$90	\$100	\$103	\$120
13 Austin	37	\$100	\$100	\$115	\$123	\$150
14 Abilene	16	\$75	\$75	\$88	\$95	\$100
15 San Angelo	14	\$80	\$83	\$93	\$110	\$125
16 Amarillo	22	\$80	\$85	\$94	\$95	\$142
17 Lubbock	23	\$75	\$80	\$90	\$95	\$115
18 Midland	14	\$85	\$95	\$110	\$118	\$135
19 El Paso	9	\$100	\$125	\$153	\$139	\$160
20 San Antonio	42	\$100	\$110	\$120	\$126	\$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 2023-2024 school year. The survey questionnaire was sent to 1,019 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 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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