

# SALARY DATA

The salary section of the book provides information about the minimum (beginning) and maximum salary each district pays for a ten-month classroom teacher with a bachelor's degree, master's degree and doctoral degree. Most districts did not have a separate salary schedule for the doctoral degree so the master's degree information is repeated in the doctoral column.

The column titled "over base" shows the amount per year the district pays above what is required by the state salary schedule for the beginning and maximum salaries at each degree level.

The column titled "rank" indicates how the

district's salaries compare to other districts. The rankings are in descending order so that the district with the highest salary will be ranked number one and the districts paying the state minimum will be ranked 971. Although there are approximately 1,040 school districts, this survey only included the 971 districts with four-year high schools.

The last five columns are demographic data including estimated enrollment, number of classroom teachers, total number of professional personnel, the number of educational support personnel (aides, secretaries, custodians, etc.) and all personnel. The demographic information was supplied by the ISDs.

| <b>2009-10 STATE MINIMUM SALARY SCHEDULE</b> |        |        |        |        |        |        |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>STEPS</b>                                 | 0      | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10     |
| <b>SALARY</b>                                | 27,320 | 27,910 | 28,490 | 29,080 | 30,320 | 31,560 | 32,800 | 33,950 | 35,040 | 36,070 | 37,040 |
| <b>STEPS</b>                                 | 11     | 12     | 13     | 14     | 15     | 16     | 17     | 18     | 19     | 20+    |        |
| <b>SALARY</b>                                | 37,960 | 38,840 | 39,650 | 40,430 | 41,160 | 41,860 | 42,510 | 43,130 | 43,720 | 44,270 |        |

## **INFORMATION ABOUT THE 2009-10 STATE MINIMUM SALARY SCHEDULE**

The state minimum salary schedule, shown above, applies ONLY to classroom teachers, full-time librarians, nurses and counselors. There is no state minimum salary for any other position.

Placement on the salary schedule is based on completed years of experience as of

September 1, 2009. Teachers, librarians, nurses and counselors with 20 or more years experience are placed on Step 20. In no instance may a school district pay a classroom teacher, full-time librarian, nurse or counselor less than the state minimum salary for their years of experience.

# SALARY DATA

Beginning salaries for Texas teachers are rapidly progressing toward professional levels, especially in the urban/suburban districts. In 2005-06, for the first time in Texas history, three school districts offered a beginning teacher with a bachelor's degree a starting salary of \$40,000. In 2009-10 191 districts, which employ over 245,000 of the state's 335,000 teachers, have starting bachelor degree salaries of \$40,000 or more.

At the other end of the spectrum, 350 dis-

tricts employing nearly 21,000 teachers have a beginning salary for teachers under \$30,000. One hundred forty one districts pay the state minimum starting salary of \$27,320.

As shown below, 70 districts, employing 49,492 teachers, have beginning salaries of \$40,000-\$41,999. Forty-two districts, employing 58,364 teachers have starting salaries between \$42,000-\$43,999. Seventy-nine districts, employing more than one-third of all the teachers (137,536), have beginning salaries of \$44,000 or more.

| <b>2009-10 SUMMARY OF SALARY DATA RANKED BY BA MINIMUM</b> |                       |                           |
|--|-----------------------|---------------------------|
| <b>MINIMUM BACHELOR'S SALARIES</b>                         | <b>NUMBER OF ISDS</b> | <b>NUMBER OF TEACHERS</b> |
| \$27,320   | 141                   | 9,020                     |
| \$27,321-\$27,999  | 18                    | 942                       |
| \$28,000-\$28,999  | 80                    | 4,446                     |
| \$29,000-\$29,999  | 111                   | 6,715                     |
| \$30,000-\$30,999  | 83                    | 5,938                     |
| \$31,000-\$31,999  | 72                    | 6,914                     |
| \$32,000-\$32,999  | 44                    | 4,889                     |
| \$33,000-\$33,999  | 47                    | 5,821                     |
| \$34,000-\$34,999  | 37                    | 5,801                     |
| \$35,000-\$35,999  | 25                    | 4,344                     |
| \$36,000-\$36,999  | 34                    | 10,796                    |
| \$37,000-\$37,999  | 39                    | 7,894                     |
| \$38,000-\$38,999  | 26                    | 6,701                     |
| \$39,000-\$39,999  | 22                    | 9,477                     |
| \$40,000-\$40,999  | 34                    | 23,342                    |
| \$41,000-\$41,999  | 36                    | 26,150                    |
| \$42,000-\$42,999  | 17                    | 21,460                    |
| \$43,000-\$43,999  | 25                    | 36,904                    |
| \$44,000-\$44,999  | 29                    | 44,428                    |
| \$45,000-\$45,999  | 27                    | 57,593                    |
| \$46,000 +   | 23                    | 35,515                    |
| <b>TOTALS</b>  | <b>970</b>            | <b>335,090</b>            |