

FOREWORD

This year TSTA's Research Bulletin has two parts. The first part provides detailed information about salary schedules for classroom teachers employed on a 10-month basis for the 2005-06 school year. The second part provides information about the availability and the cost of health insurance for school employees for the 2005-06 school year.

This information should be both interesting and useful for school employees and school administrators. It can be used by local salary/fringe benefit committees, school administrators and school trustees when studying practices and trends in salary schedules for classroom teachers and health insurance for educational employees.

Each Texas public school district operating a four-year high school is included in this survey. The salary schedules reported in this bulletin apply to approximately 300,000 classroom teachers; and the health insurance information is applicable to over 600,000 school employees.

DEMOGRAPHICS

2005-06 SUMMARY OF ISDS AND PERSONNEL BY TSTA REGIONS					
TSTA REGION	ESTIMATED ENROLLMENT	NO. OF TEACHERS	NO. OF PROF. PERSONNEL	NO. OF ESP PERSONNEL	NO. OF ALL PERSONNEL
1A	289,162	19,704	24,260	19,989	44,249
1B	195,145	13,309	16,224	12,543	28,767
1C	187,531	13,268	16,140	11,553	27,693
1D	241,344	15,648	19,669	13,400	33,069
2A	121,709	8,564	10,067	6,270	16,337
2B	55,596	3,674	4,330	2,882	7,212
2C	122,679	9,396	11,118	7,314	18,432
2D	382,591	27,563	33,021	22,304	55,325
2E	79,459	5,631	6,252	4,583	10,835
3A	146,939	9,517	11,724	6,909	18,633
3B	276,146	18,329	22,221	13,834	36,055
3C	337,421	22,106	28,810	19,189	47,999
3D	260,831	17,145	20,284	13,828	34,112
3E	102,868	7,272	8,554	6,214	14,768
3F	243,960	18,508	22,174	14,894	37,068
4A	189,207	15,157	18,226	10,427	28,653
4B	182,882	13,770	16,257	8,739	24,996
4C	370,410	23,685	28,986	18,045	47,031
4D	164,000	10,225	13,023	6,512	19,535
4E	441,870	30,458	36,580	18,619	55,199
TOTALS	4,391,750	302,929	367,920	238,048	605,968

The student and personnel figures were reported by the districts. Student figures represent the estimated enrollment, not students in average daily attendance (ADA). Personnel figures represent the actual number of employees, not full time equivalents (FTE's).

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 entitled "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 entitled "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 968. Although there are approximately 1,040 school districts, this survey only included the 968 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.

2005-06 STATE MINIMUM SALARY SCHEDULE											
STEPS	0	1	2	3	4	5	6	7	8	9	10
SALARY	\$24,240	\$24,810	\$25,390	\$25,960	\$27,170	\$28,380	\$29,590	\$30,720	\$31,780	\$32,790	\$33,730
STEPS	11	12	13	14	15	16	17	18	19	20+	
SALARY	\$34,640	\$35,490	\$36,280	\$37,050	\$37,760	\$38,440	\$39,080	\$39,680	\$40,260	\$40,800	

INFORMATION ABOUT THE 2005-06 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, 2005. 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.

On August 19, 2005 the governor directed

TEA to increase the state minimum salary schedule. On October 21, 2005 TEA posted in the Texas Register for public comment a new commissioner's rule on creditable years of service to implement the gubernatorial directive.

If adopted the new minimum schedule would increase the beginning salary to \$24,820 and each step of the schedule until it reached \$41,770 at step 20. If approved districts paying the current minimum salary or any amount less than the new minimum for each year of experience will have to adjust their local salary schedules to reflect the higher state minimum salary schedule amounts for the 2005-06 school year.

SALARY DATA

Texas teacher salaries are progressing toward professional levels for (primarily) urban/suburban teachers. For the first time in Texas history the beginning bachelor degree teacher salary in three districts was \$40,000 or more. Over 20% of the state's teachers work in 30 districts that have a starting salary of \$38,001 or higher. Nearly half of all teachers (48.7%) work in 89 districts that have a beginning salary of \$36,001 or better.

At the other extreme 130 districts, employing 5,612 teachers pay the state minimum beginning salary of \$24,240. Another ninety-two districts, with 5,556 teachers, pay between the minimum and \$25,000. Two hundred

ninety-four districts pay a beginning teacher between \$25,001 and \$27,000. Collectively, over half the school districts (516) in the state have a starting teacher salary of \$27,000 or less. However, these districts employ less than 11% of the state's teaching staff.

One hundred sixty-two districts have a starting salary between \$27,001 and \$30,000. These districts employ 21,801 teachers. Seventy percent of the school districts in the state, employing 17.9% of the teachers have a starting salary of \$30,000 or less.

The remaining one-third of the teachers work in 201 districts that offer a beginning salary between \$30,001 and \$36,000.

2005-06 SUMMARY OF SALARY DATA RANKED BY BA MINIMUM		
MINIMUM BACHELOR'S SALARIES	NUMBER OF ISDS	NUMBER OF TEACHERS
\$24,240	130	5,612
\$24,241-\$25,000	92	5,556
\$25,001-\$26,000	195	13,883
\$26,001-\$27,000	99	7,543
\$27,001-\$28,000	79	8,325
\$28,001-\$29,000	40	7,180
\$29,001-\$30,000	43	6,296
\$30,001-\$32,000	83	24,772
\$32,001-\$34,000	71	35,392
\$34,001-\$36,000	47	40,843
\$36,001-\$38,000	59	80,084
\$38,001-\$39,999	27	63,826
\$40,000-\$40,100	3	3,617
TOTALS	968	302,929