



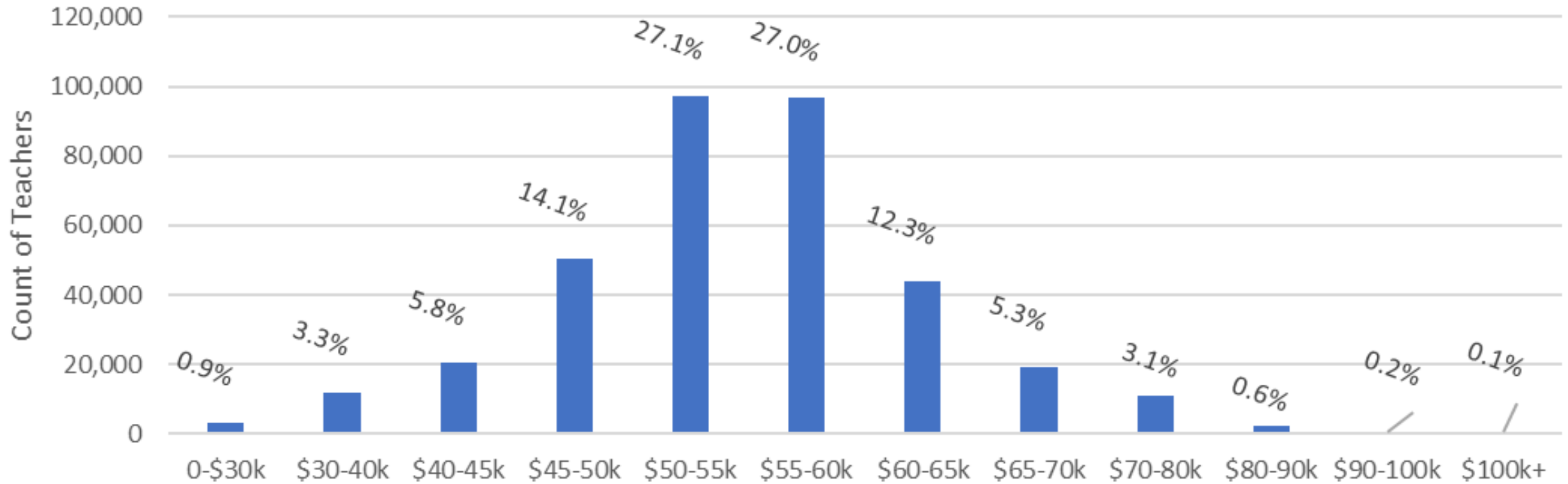
Teacher Compensation in Texas

TEXAS EDUCATION AGENCY

FEBRUARY 25, 2019

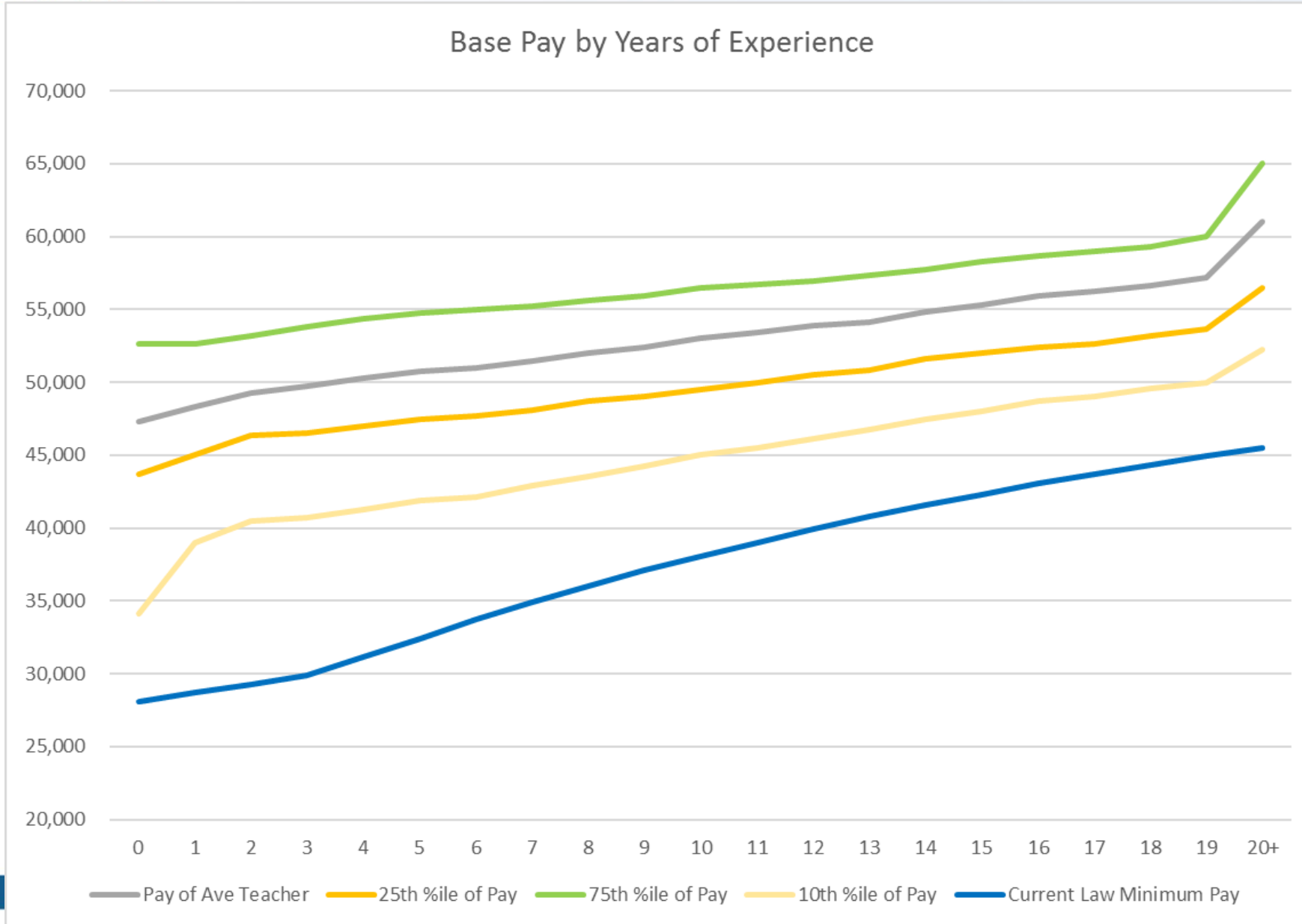
Teacher Salaries for the 2017-2018 School Year

Distribution of Total Teacher Pay

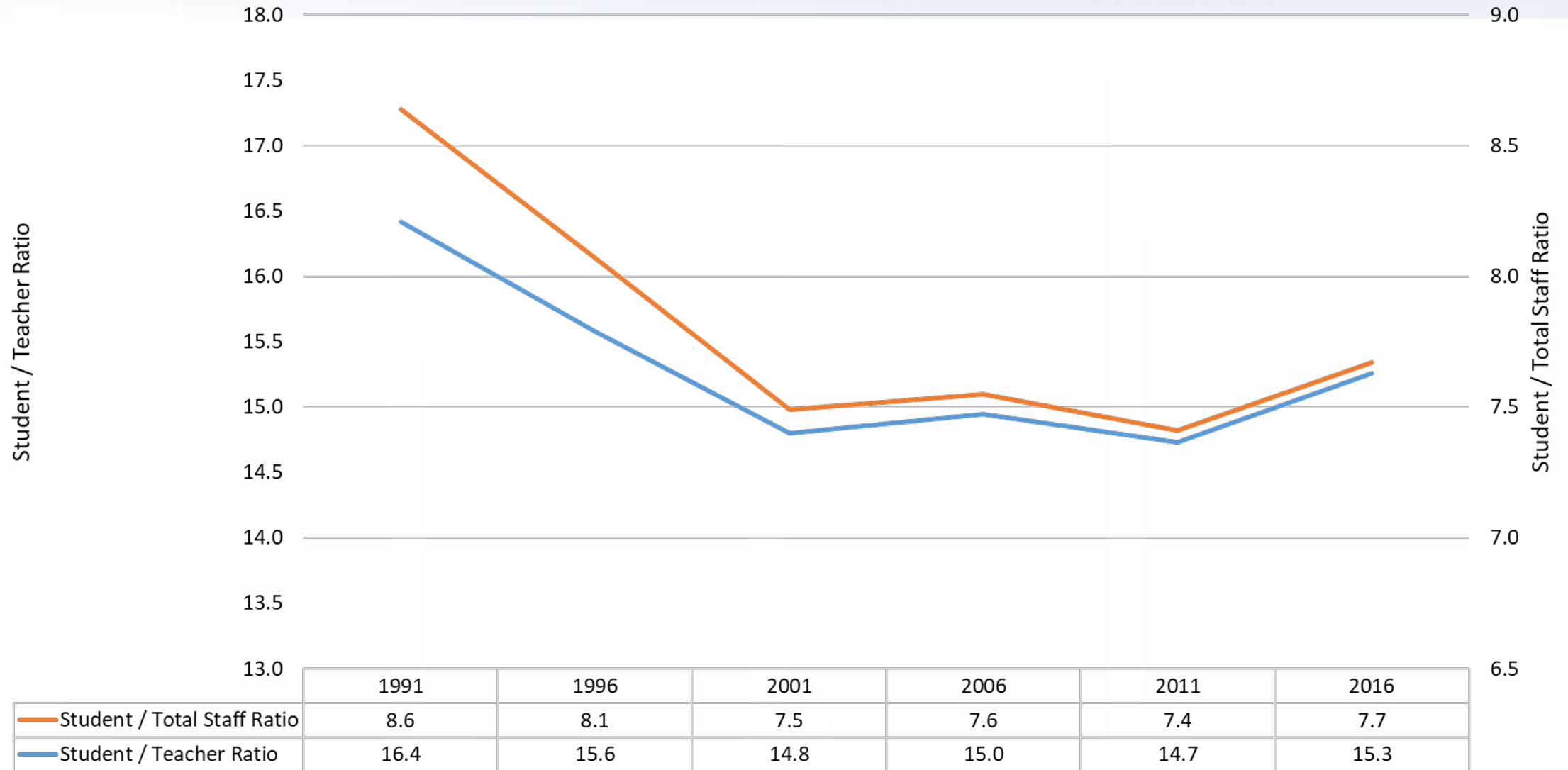


Base Teacher Pay by Years of Experience

**2017-18
School Year**



Trends in Student to Teacher & Student to Staff Ratios



Understanding Compensation: Recruitment Challenges

In a 2010 report, McKinsey & Co Found:

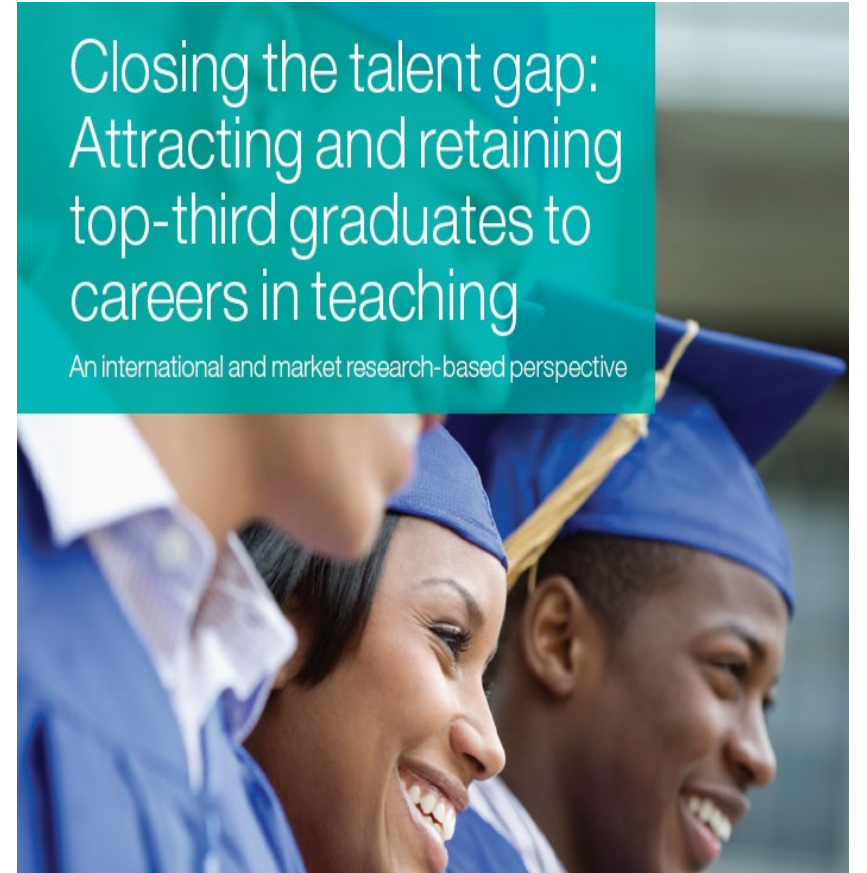
- **23%** of new teachers in the US come from the top 1/3rd of their college graduating classes.
- **14%** of new teachers in high poverty schools come from the top 1/3rd of their graduating classes.

vs.

- **100%** of new teachers come from the top 1/3rd of their graduating classes in Singapore, Finland, and South Korea.

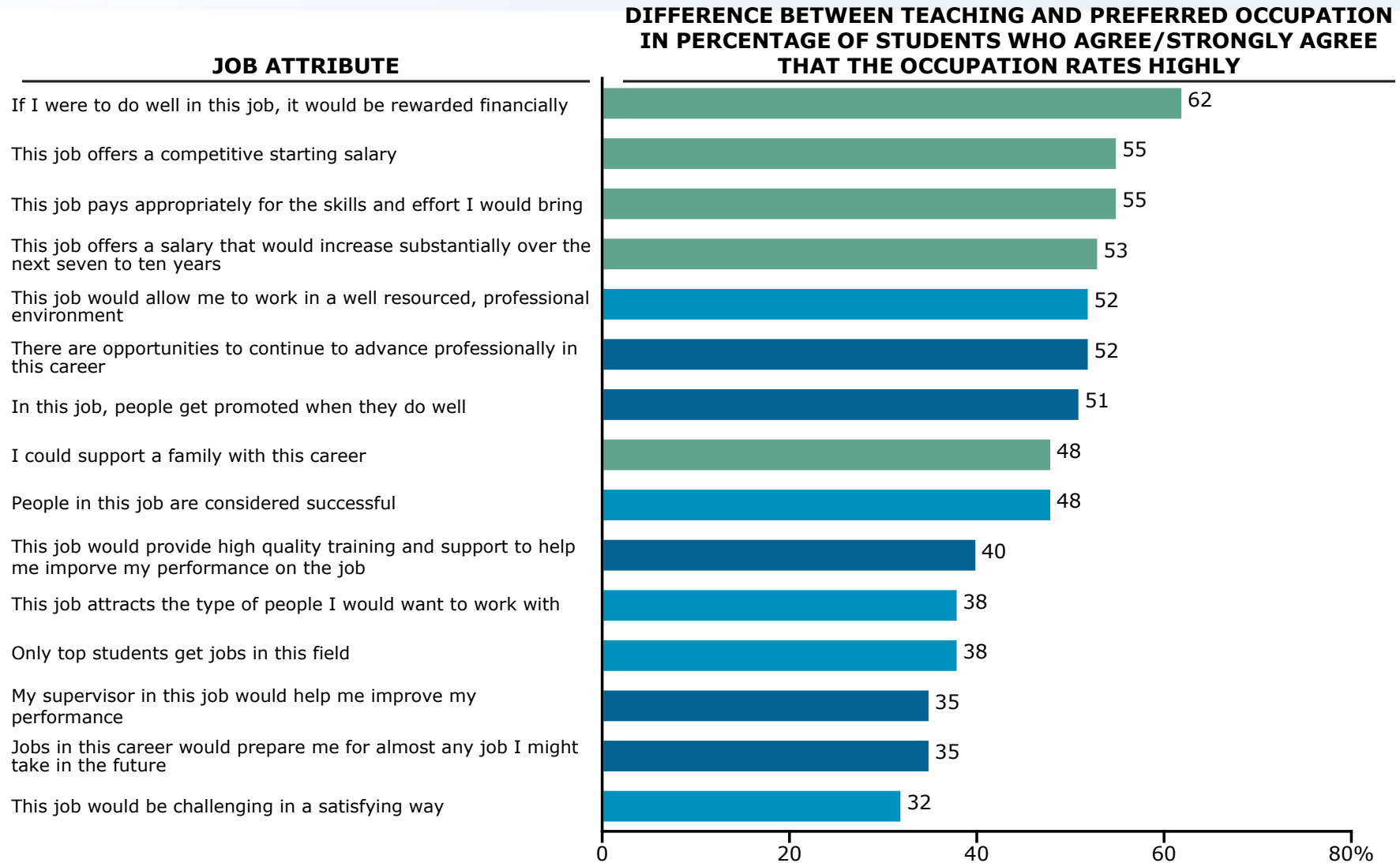
Closing the talent gap:
Attracting and retaining
top-third graduates to
careers in teaching

An international and market research-based perspective





Compensation tops list of concerns for teaching as a career for top third college students

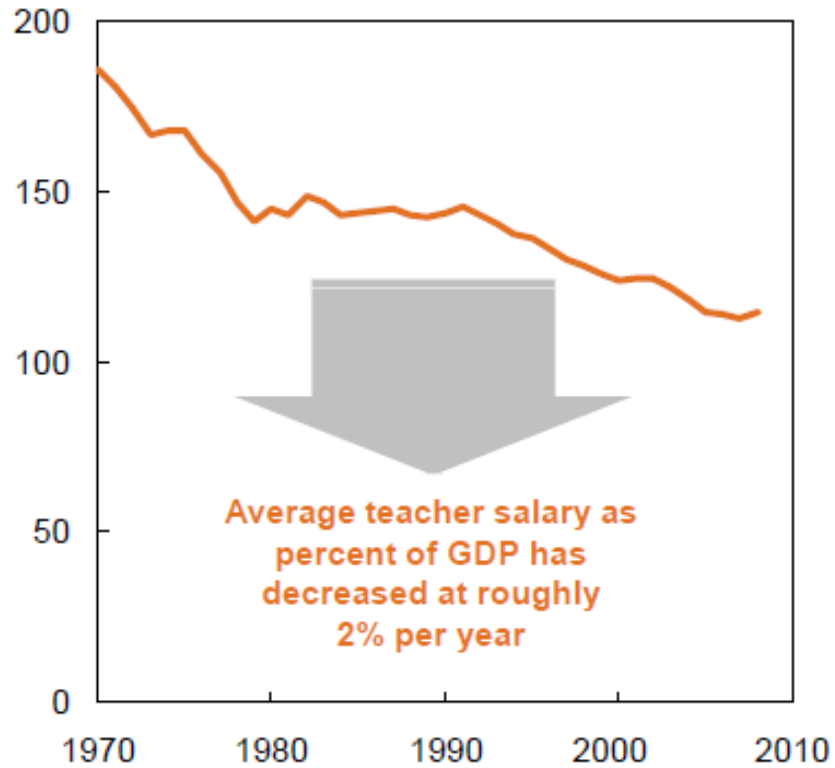


Note: Study is on top 1/3 of students not planning on teaching

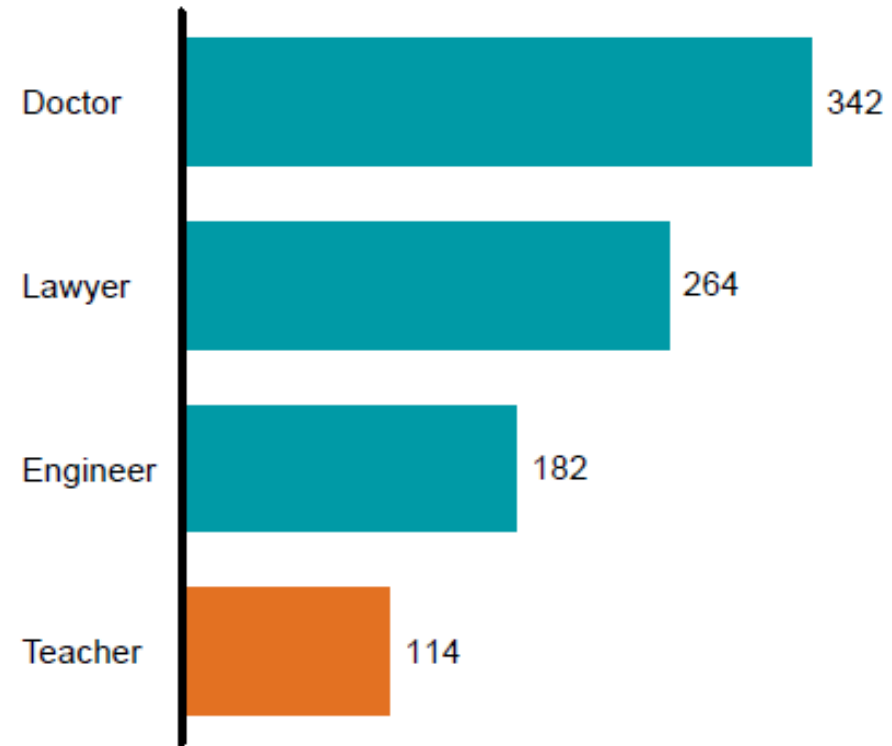
Source: McKinsey Report: Closing the talent gap: attracting and retaining top-third graduates to careers in teaching, September 2010

McKinsey Report: Closing the Talent Gap

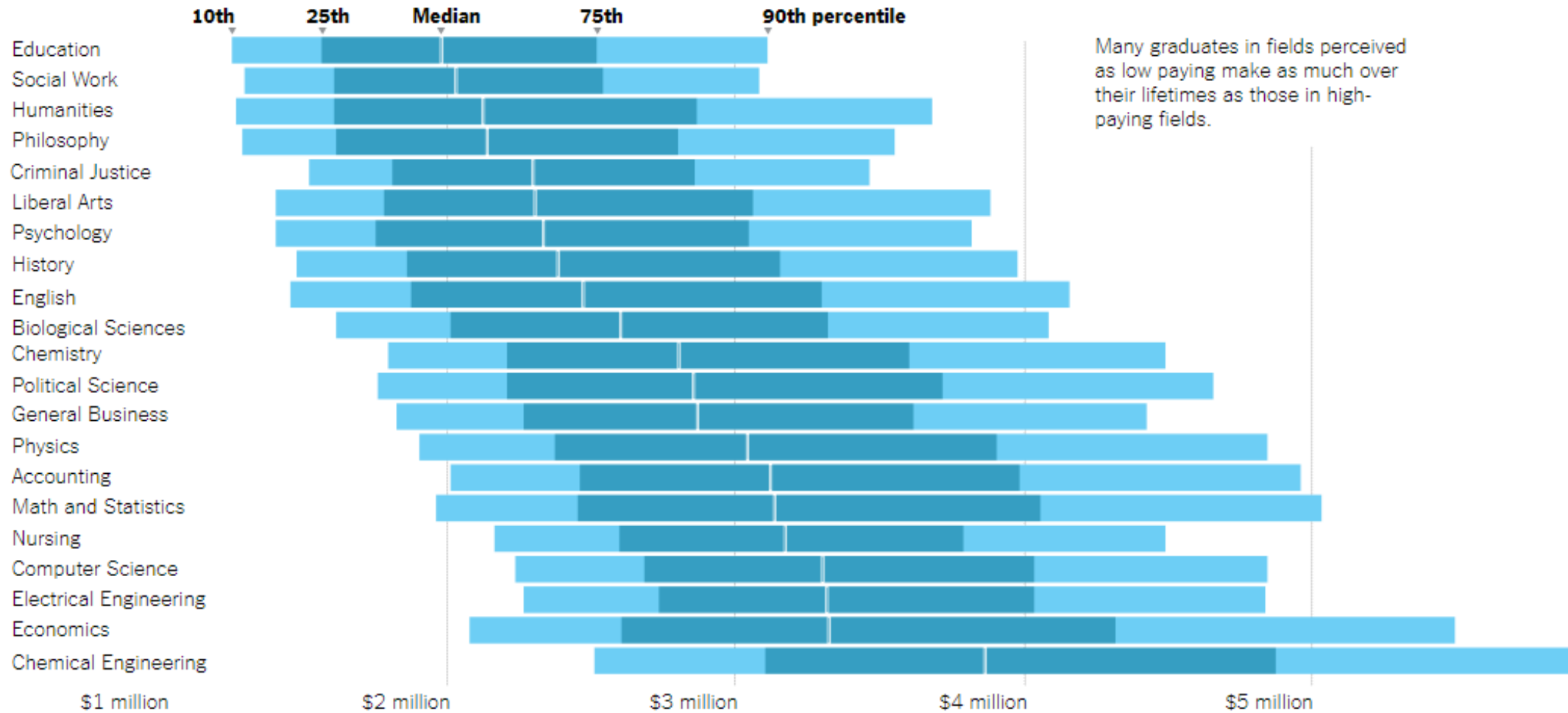
Average U.S. teacher salary as percent of GDP per capita 1970 – present
Percent



Average professional salaries in US as percent of GDP per capita 2008
Percent



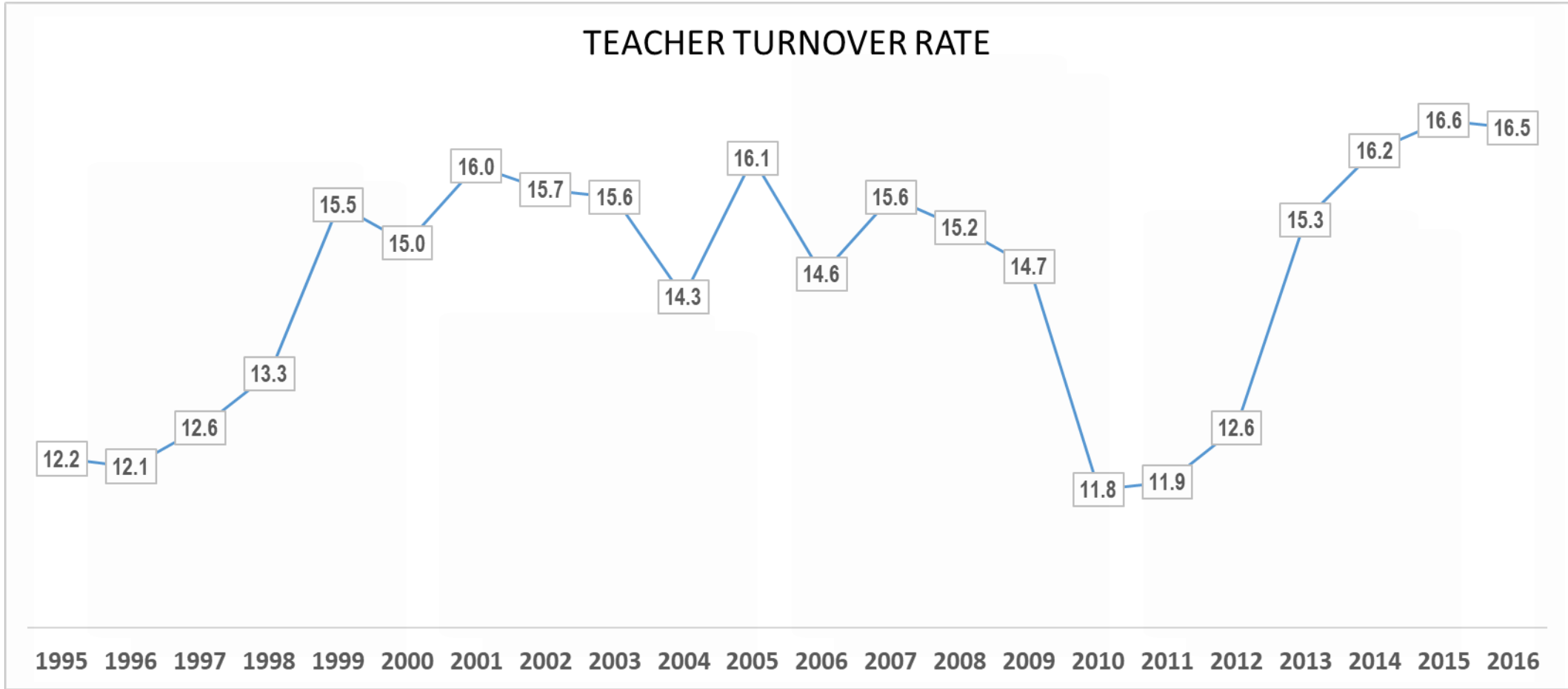
Projected career earnings for college graduates in the ...



Source: "The Lifetime Earnings Premia of Different Majors", Douglas A Webber, 2014 (updated 2017), via nytimes.com

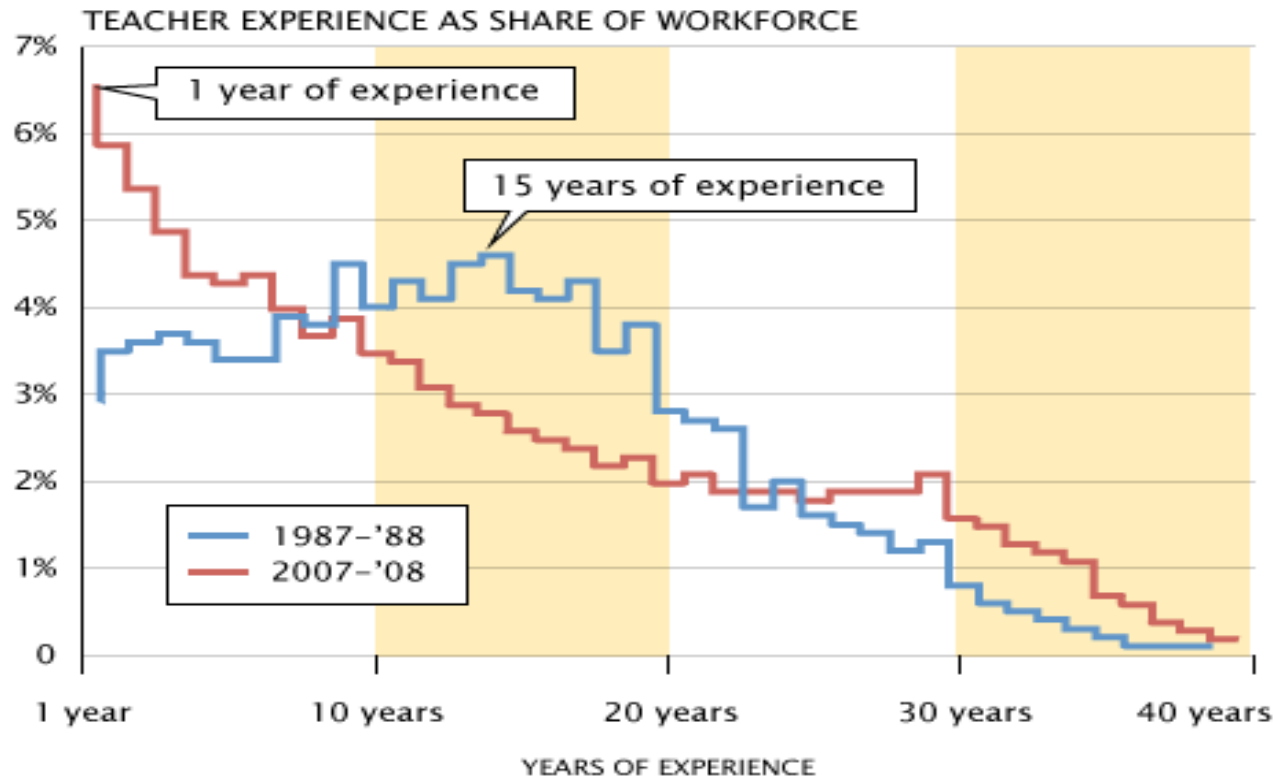
Understanding Compensation: Retention Challenges

The Teacher Turnover Rate



Teacher Experience

Teacher experience

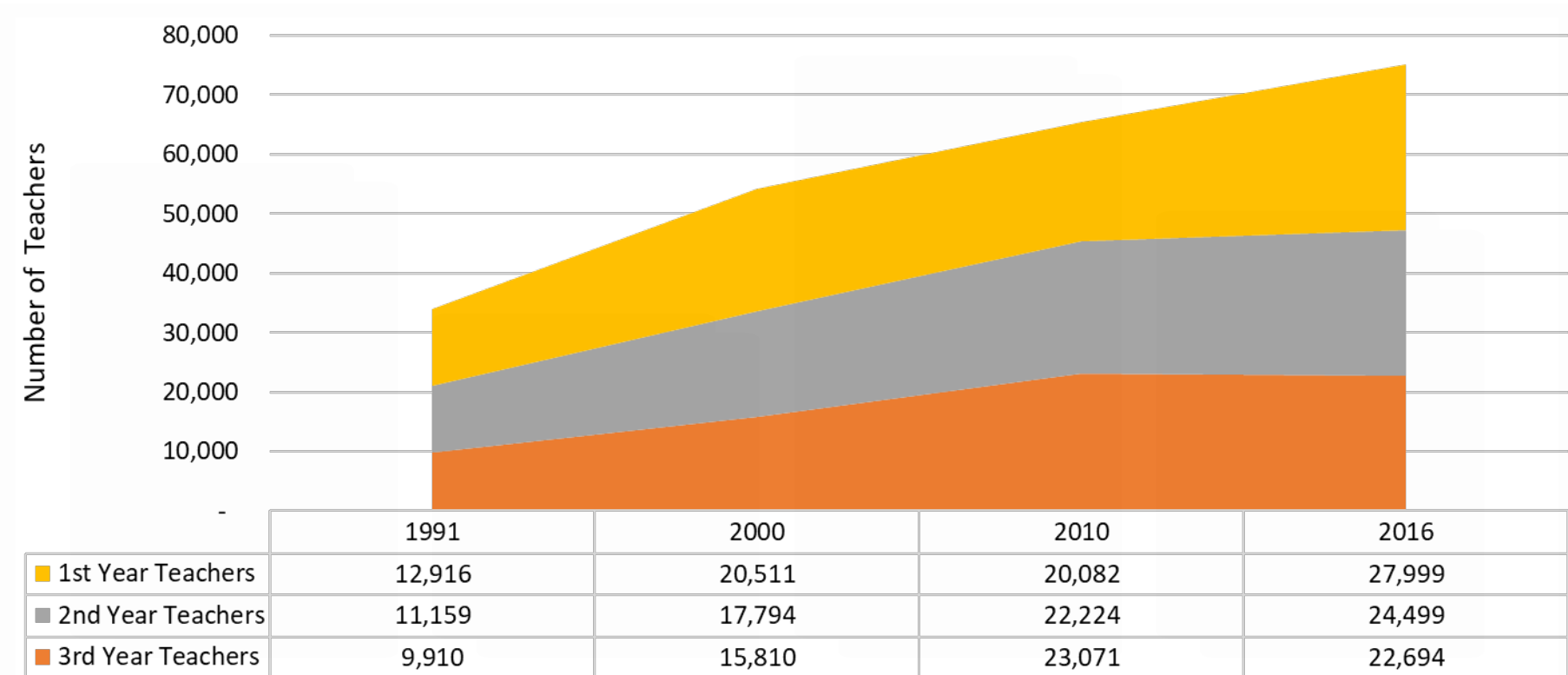


SOURCE: U.S. Department of Education

msnbc.com

Teacher Experience

In the span of 25 years, the percentage of teachers with more than three years of experience has dropped by 5.1% from 83.5% in 1991 to 78.4% in 2016)



*Teachers in their 4th year or more totaled **171,940 in FY1991**, **214,112 in FY2000**, **267,726 in FY2010**, and **272,160 in FY2016**.

A Slower Climb

It is well known that teachers earn less than doctors and lawyers. However, few realize that most doctors and lawyers make up much of the gap between their initial and peak earnings by their early 40s, while teachers' earnings rise slowly and peak when they reach their mid-50s and are near retirement.

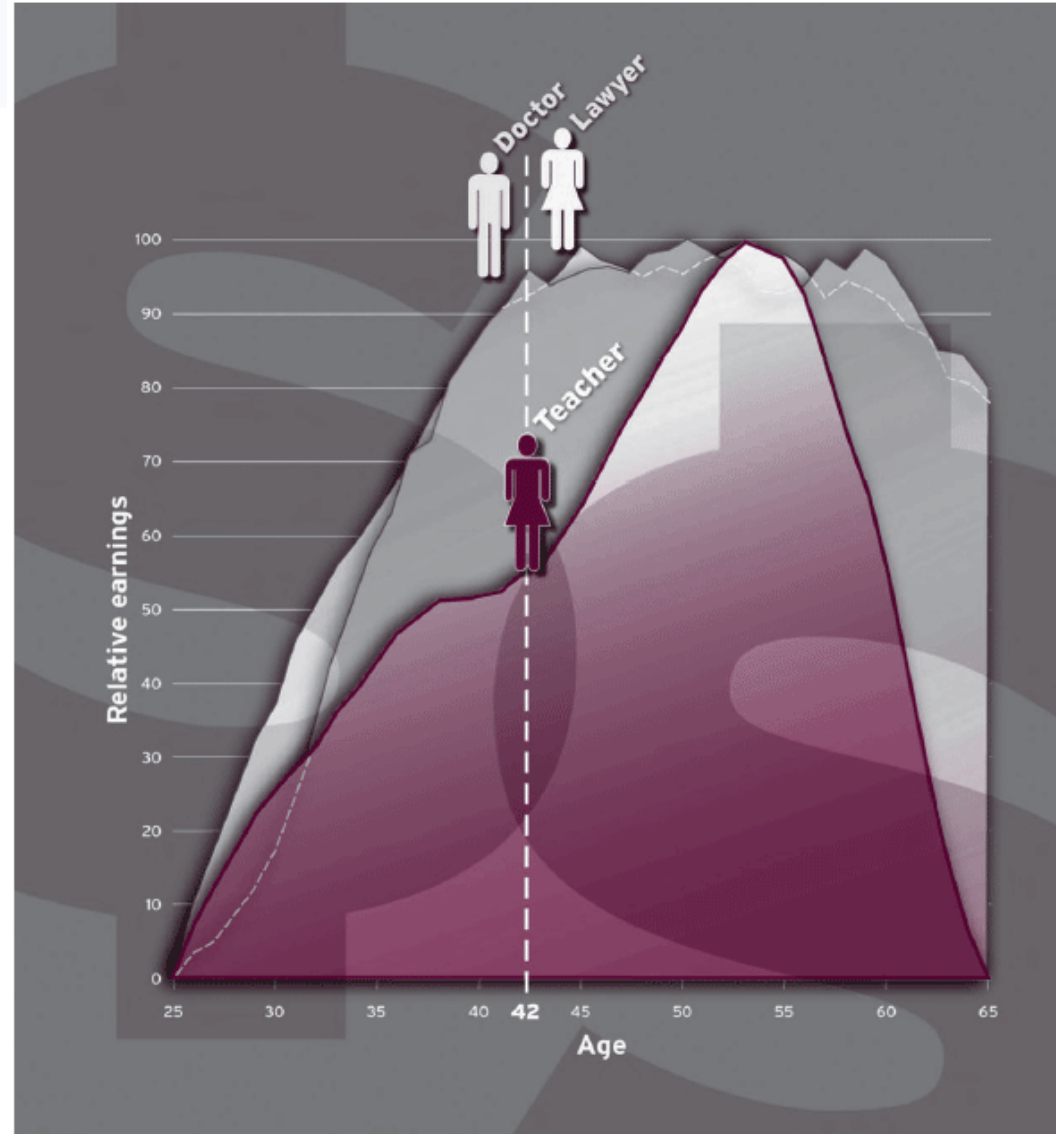


ILLUSTRATION / BRUCE SANDERS DESIGN

Note: The figure plots five-year moving averages of annual earnings, measured relative to the difference between earnings at age 25 and peak earnings for each profession.

SOURCE: U.S. Census Bureau, American Community Survey, 2006



In 2015-16, Salaries & Benefits for Teachers & Teaching Personnel comprised \$25.2 billion (42.9%) of all Revenues in Texas (All Funds)

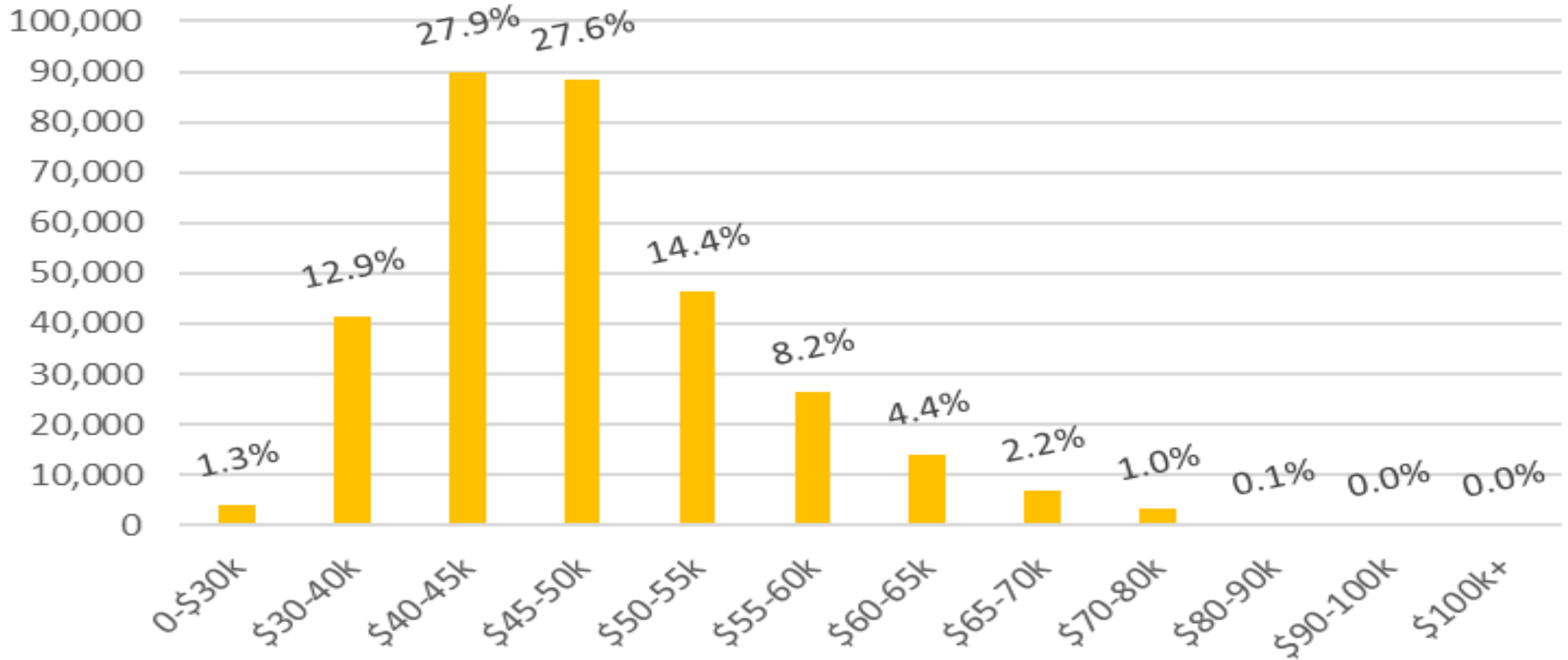
Category	Total Expenditures	% of Total Revenue (All Funds)
Teacher, Teacher Assistant, Substitute Salary/Wages*	\$21,423,495,000	36.4%
Teacher & Related Payroll Taxes, Retirement, Health & Employee Insurance*	\$3,796,030,676	6.5%
Supplies & Instructional Materials	\$1,887,442,433	3.2%
Services	\$798,332,048	1.4%
Student Service Charges	\$143,587,786	0.24%
Other	\$20,875,451	0.04%
Total Amount Spent on Instruction (All Funds)	\$28,069,763,394	47.7%

Total Revenue (ALL Funds) \$58,797,907,294

Appendix

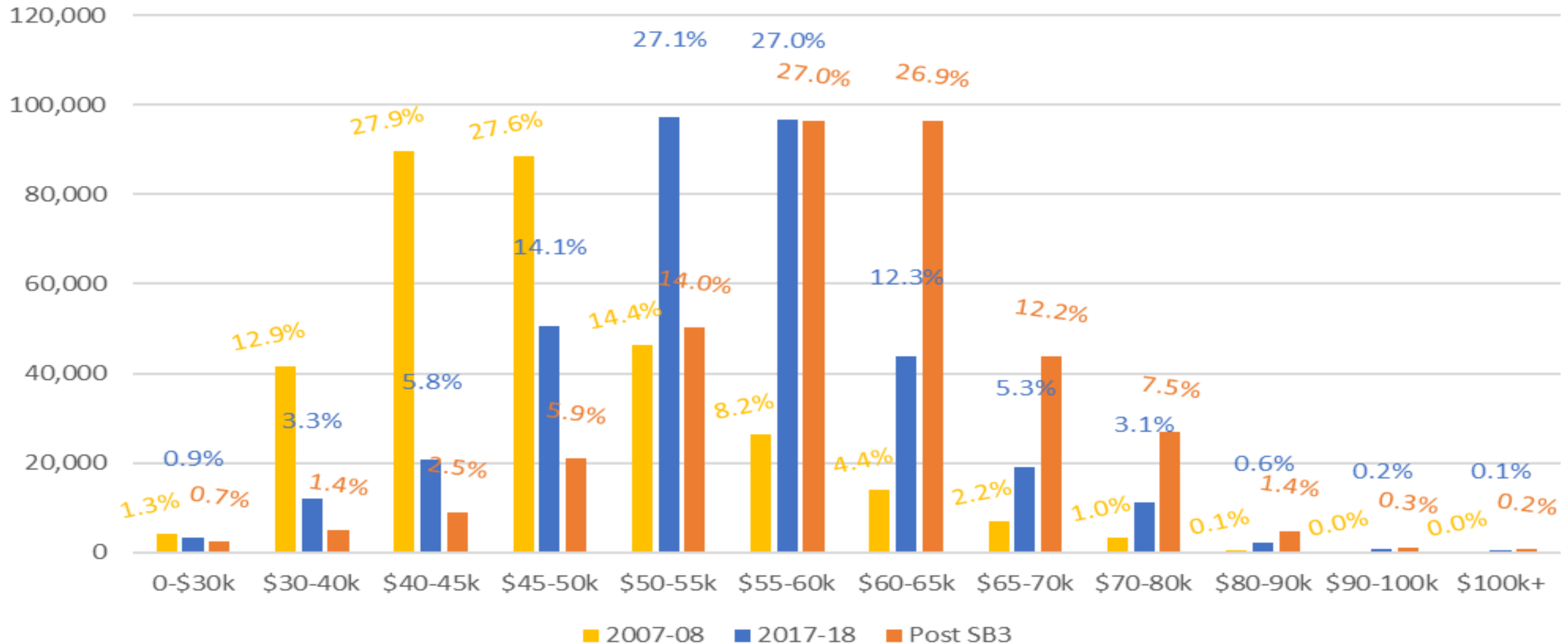
Teacher Salaries for the 2007-2008 School Year

Distribution of Teachers by Total Teacher Pay



Teacher Salaries, Comparing 2007-08, 2017-18, SB3

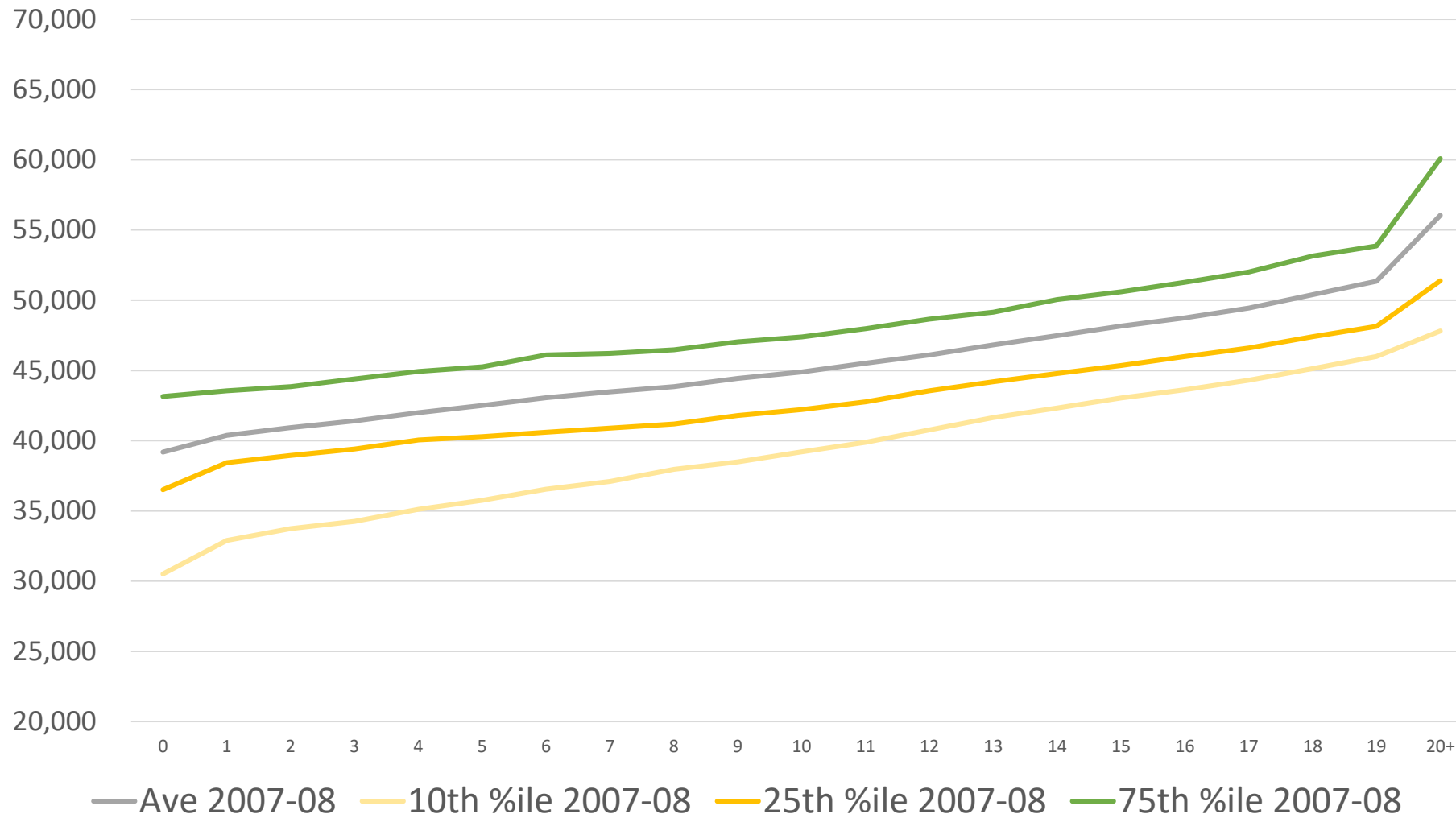
Distribution of Teachers by Total Teacher Pay



Base Teacher Pay by Years of Experience

**2007-08
School Year**

Base Pay by Years of Experience 2007-08





Base Teacher Pay by Years of Experience

Base Pay by Years of Experience
Comparing 2007-08, 2017-18, and Post SB3

