

Professional Employee Salary Report

Executive Summary

In compliance with Texas Education Code (TEC) Section 7.038(c), the Texas Education Agency (TEA) has conducted an analysis of teacher salaries, employing the following comparisons:

- A comparison of teacher salaries by years of experience by county,
- A comparison of teacher salaries with other professions with similar entry requirements,
- A comparison by region of teacher salaries with other professions using the Comparable Wage Index (CWI), and
- A comparison by county of teacher salaries with other professions using the CWI.

Comparison of teacher salaries by years of experience: Across all counties, the average teacher's salary at 0 years of experience was \$35,636 and the average salary at 25 years of experience was \$54,015, a difference of \$18,379 between a new teacher and a veteran teacher. This difference represents an average annual difference in salary of \$735 or 2% of the average beginning salary.

Comparison of teacher salaries with other professions: A comparison of teachers' salaries to those of other professions, even those with similar entry requirements, does not capture all of the differences - such as differences in demands, expectations, working conditions and other variables - that made a particular profession competitive with other similar professions. The comparison also does not include differences in benefits, including defined benefit pension plans, health care, and vacations. However, disregarding these variables, Texas teacher yearly contract salaries do differ from the salaries of other Texas professionals with similar entry requirements of a Bachelor's Degree and a certification or license. These differences vary from teacher salaries being 1% higher than other professionals in Education Service Center (ESC) Region 1 to 58% lower than other professional salaries in ESC Region 5.

Comparison by region of teacher salaries with other professions using CWI: In comparing teachers' salaries with other professions by region using the American Community Survey Comparable Wage Index, differences emerge. CWI measures "the systematic, regional variations in the salaries of college graduates who are not educators. It can be used by researchers to adjust district-level finance data at different levels in order to make better comparisons across geographic areas."ⁱ The Texas Comptroller of Public Accounts uses CWI values to adjust district expenditures for the annual Financial Allocation Study for Texas, and are thus appropriate for use here. A full-time teacher in ESC Region 20 earns approximately 14% more than the average Texas teacher compared to other professionals, while full-time teachers in ESCs Regions 4 and 5 earn approximately 15% less than the state average compared to other professionals in their regions.

Comparison by county of teacher salaries with other professions using CWI: The variations are greater when viewed at the county level. The average CWI-adjusted salary varied \$13,100 at the regional level, but varied \$34,487, ranging from \$31,755 to \$66,242, at the county level.

These analyses were conducted with available resources, data, and TEA staff. These analyses should be viewed as preliminary. Readers should exercise caution in drawing any conclusions from this document.

Introduction

As part of the Texas Legislature's House Bill 2012, 83rd Regular Session, the Texas Legislature directed TEA to provide, for public use, information collected from school districts regarding salaries paid to teachers entitled to the minimum monthly salary under TEC Section 21.402, data currently available on the TEA websiteⁱⁱ. Additionally, TEC Section 7.038(c) requires TEA to "...conduct a cost-of-living comparability analysis in each region of the state to determine how classroom teacher salaries compare to salaries in similar professions." This report provides this required analysis by conducting the following comparisons:

- A comparison of teacher salaries by years of experience by county,
- A comparison of teacher salaries with other professions with similar entry requirements,
- A comparison by region of teacher salaries with other professions using the CWI, and
- A comparison by county of teacher salaries with other professions using the CWI.

Comparisons were based on best available data reported by school districts for the 2012-13 school year. Data limitations include cases involving reporting small numbers or other anomalies that do not actually reveal discrepancies in pay scales.

Comparative Salaries by Years of Experience

The initial analysis of teacher salary compares teacher salaries using the average base salary of teachers, employed in each Texas county in 2012-2013, who are reported as having 0, 5, 10, 15, 20, and 25 years of experience as a teacher in the Texas public school system, inclusive of years earned as an educational aide. These data also include charter school teachers who are not required to be paid based on the state's minimum salary schedule, which may affect some of the analyses. Permanent substitute teachers are not included. Data were analyzed to determine the difference between the salaries of new teachers and the salaries of teachers with 25 years of experience.

Salary Difference from 0 to 25 Years of Experience (See Appendix A)

As shown in Appendix A, across all counties in Texas, the average salary at 0 years of experience was \$35,636 and the average salary at 25 years of experience was \$54,015, an average difference of \$18,379 between a new teacher and a veteran. This difference averaged over the period of 25 years represents an annual difference in salary of \$735, or 2% of the average beginning salary. The lowest average starting salary was reported in Sherman County at \$22,231ⁱⁱⁱ, while the highest average starting salary was reported in Terrell County at \$52,169. The lowest average salary at 25 years of experience was reported in Bailey County at \$38,777, while the highest average salary at 25 years of experience was reported in Crane County at \$80,088.

Limitations of the Comparison

For certain counties with a very small number of teachers reported, a district's average salary may be skewed by non-typical situations such as a teacher who also earns a coaching stipend. Data errors may produce exceptionally high or low reported average salaries. Additionally, economic conditions that vary

considerably from one county to another in a state as large and diverse as Texas may exert a sizable influence on local teacher salaries.

Salaries of Teachers Compared to Similar Professionals

Appendix B presents the salary status of full-time classroom teachers in the Texas public school system in 2012 and the salaries of persons in similar professions according to data from the Texas Workforce Commission (TWC). Each year the TWC, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS), surveys a sample of Texas employers regarding employment categories and wages.^{iv} This Occupational Employment Statistics (OES) survey provides the base data for the following analysis. TEA staff identified categories of educators and comparable non-education professions from these survey data.

In accordance with TEC Section 7.038(c), this analysis defined similar professions as those requiring a bachelor's degree and some form of license or certification. Professions that generally require more or less than a bachelor's degree at entry, or professions that do not require some kind of certification, were excluded. Wages for pharmacists are included for reference, but they are not included in the average calculations because requirements to become a pharmacist require 5 years of education to earn a Bachelor of Science degree in addition to 1,500 hours of internship, and pharmacists' wages tend to be outliers in comparison with the other professions included in the report^v.

Appendix B is laid out as follows:

- The first column lists the ESC number.
- The second column lists the Occupational Title as defined by the TWC. Non-teacher occupational titles are presented in bold text.
- The third column lists the average wage for persons by profession in each region.

Other researchers could make different choices regarding the data in Appendix B. They might, for example, include professions requiring a bachelor's degree but not requiring a certification or license. Or they might include professions requiring graduate education, since many teachers have graduate degrees or have pursued significant continuing professional education.

Methodology

Table 1 summarizes the comparison of average salaries of educators with average salaries of similar professionals from Appendix B.

- The "Other Professions Average Salary" is the average of the salaries for all the non-educational professions listed in Appendix B.
- The "Other Professions Average Salary w/o Pharmacist" is the same calculation without the pharmacists' salary included. This average is included because pharmacist wages tend to be an outlier when comparing salaries in this category of other listed professions.
- The "Full-time Teacher Average" salary is the average of the teacher salaries listed for each region excluding substitute teacher salary. Substitute teachers may not be full-time employees and are often paid at daily rates significantly lower than permanent teachers.

- “The Difference between Columns 2 and 4” column compares the average teacher salary in each region to the combined average salary of other listed professionals excluding pharmacists.

$$\frac{(\text{Full-time Teacher Average}-\text{Other Professions w/o Pharmacist Average})}{\text{Full-time Teacher Average}}$$

Table 1: Teacher Salary Differential by Region

ESC	Other Professions Average Salary	Other Professions Average Salary w/o Pharmacist	Full-time Teacher Average Salary	The Difference between Columns 2 and 4
1	\$58,694	\$48,591	\$49,109	1%
2	\$68,729	\$60,344	\$50,838	-19%
3	\$76,095	\$62,218	\$47,573	-31%
4	\$74,568	\$69,542	\$50,611	-37%
5	\$76,155	\$68,933	\$43,734	-58%
6	\$67,089	\$59,593	\$48,707	-22%
7	\$63,080	\$55,299	\$45,187	-22%
8	\$74,946	\$58,984	\$44,827	-32%
9	\$74,835	\$60,092	\$45,486	-32%
10	\$68,147	\$61,603	\$50,189	-23%
11	\$68,944	\$62,114	\$53,532	-16%
12	\$66,489	\$58,157	\$46,745	-24%
13	\$67,962	\$61,005	\$47,525	-28%
14	\$65,577	\$54,129	\$45,199	-20%
15	\$69,640	\$58,849	\$46,496	-27%
16	\$71,933	\$63,063	\$46,939	-34%
17	\$62,644	\$52,213	\$46,144	-13%
18	\$73,958	\$63,904	\$47,964	-33%
19	\$61,157	\$51,937	\$49,754	-4%
20	\$66,250	\$59,694	\$56,834	-5%

Results

A simple comparison of the salaries of teachers to other non-pharmacist professionals indicates that on average Texas teachers earn less annually than professionals with similar entry requirements. The differences range from teachers in ESC Region 1 who earn 1% more than similar professionals in their region to teachers in ESC Region 5 who earn 58% less than similar professionals within the region.

Limitations of the Comparison

Salaries are averaged by Occupation Title, and are not weighted by the numbers of persons in each profession. There are several categories of educators. The results do not reflect, for example, that there

may be significantly more elementary school teachers than middle school special education teachers or interior designers in any region. They are also not weighted across regions, i.e. regions with more teachers are weighted equally with regions with fewer teachers. Efforts to derive a statewide difference between teacher and other non-educator professionals salaries based on these data may be biased.

The comparison is based on annual salaries and is not adjusted for differences in length of work year, employment conditions, defined benefit retirement packages, health care, or other benefits.

Relative Teacher Salaries based on CWI by Region

In directing this study, the Legislature called on the agency to “conduct a cost-of-living salary comparability analysis in each region of the state to determine how classroom teacher salaries compare to salaries in similar professions.” This comparison provides additional perspective on the issue of teacher salaries by taking into account the fact that salaries within a profession may differ from region to region within the state as well as the fact that the purchasing power of a salary differs from area to area. This section attempts to further compare the wages of teachers to the wages of other professionals in their region using the Comparable Wage Index (CWI). The CWI “is a measure of the systematic, regional variations in the salaries of college graduates who are not educators. It can be used by researchers to adjust district-level finance data at different levels in order to make better comparisons across geographic areas.”^{vi}

This quotation from the Documentation for the National Center for Education Statistics Comparable Wage Index Data Files, 2005 provides a fuller explanation of CWI.

The basic premise of a comparable wage index is that all types of workers—including teachers—demand higher wages in areas with a higher cost of living (e.g., San Diego) or a lack of amenities (e.g., Detroit, which has a particularly high crime rate) (Federal Bureau of Investigation 2003). Therefore, one should be able to measure most of the uncontrollable variation in educator pay by observing variations in the earnings of comparable workers who are not educators. The CWI reflects systematic, regional variations in the salaries of college graduates who are not educators. Provided that these non-educators are similar to educators in terms of age, educational background, and tastes for local amenities, the CWI can be used to measure the uncontrollable component of variations in the wages paid to educators. Intuitively, if accountants in the Atlanta metro area are paid 5 percent more than the national average accounting wage, Atlanta engineers are paid 5 percent more than the national average engineering wage, Atlanta nurses are paid 5 percent more than the national average nursing wage, and so on, then the CWI predicts that Atlanta teachers should also be paid 5 percent more than the national average teacher wage.^{vii}

Table 2 compares the relative value of teachers’ salaries between regions in Texas.^{viii} The full-time teacher average salary comes from Table 1 above. TEA obtained 2011-2012 CWI data from the Texas Comptroller of Public Accounts. These data are used in the Comptroller’s Financial Allocation Study for Texas,^{ix} which provides a unique model for measuring how relative spending in Texas public school districts and campuses compares to student academic progress.^x These values are based on the American Community Surveys Comparable Wage Index. For more information, consult the Technical

Appendix: FAST Methodology at <http://fastexas.org/pdf/2013/fast-2013-methodology.pdf>. CWI data can be used to make comparisons between geographic regions. These data are reported at the independent school district (ISD) level, although all ISDs in a county have the same CWI. To obtain a CWI for each ESC region the CWI numbers for each ISD in the region were averaged. The regional CWI was then applied to the full-time teacher salary for that ESC region to obtain the CWI-adjusted salary.

Full-time Teacher Average * Comparable Wage Index = CWI-adjusted Salary

For example, for ESC Region 1 the full-time average teacher salary of \$49,109 was multiplied by the CWI of 1.11 to yield a CWI-adjusted salary of \$54,702.

$$\$49,109 * 1.11 = \$54,702$$

To put it another way, although the average full-time teacher in ESC Region 1 received an annual salary of \$49,109; however, compared to other regions in Texas with higher costs of living or fewer amenities, ESC Region 1 teachers are earning a CWI-adjusted salary of \$54,702.

Table 2: CWI-adjusted Salaries between Teachers by Region

ESC	Full-time Teacher Average Salary	Comparable Wage Index by Region	CWI-adjusted Salary	% Difference from State Average
1	\$49,109	1.11	\$54,702	1%
2	\$50,838	1.16	\$58,799	9%
3	\$47,573	1.09	\$51,934	-4%
4	\$50,611	0.91	\$45,870	-15%
5	\$43,734	1.05	\$45,892	-15%
6	\$48,707	1.10	\$53,483	-1%
7	\$45,187	1.14	\$51,535	-5%
8	\$44,827	1.15	\$51,424	-5%
9	\$45,486	1.24	\$56,506	4%
10	\$50,189	0.96	\$48,240	-11%
11	\$53,532	1.02	\$54,556	1%
12	\$46,745	1.14	\$53,444	-1%
13	\$47,525	1.04	\$49,453	-9%
14	\$45,199	1.22	\$55,069	2%
15	\$46,496	1.23	\$57,314	6%
16	\$46,939	1.18	\$55,198	2%
17	\$46,144	1.26	\$58,364	8%
18	\$47,964	1.24	\$59,374	10%
19	\$49,754	1.17	\$58,016	7%
20	\$56,834	1.09	\$61,790	14%
State Average	\$48,170	1.12	\$54,174	0%

Results

According to Table 2, teachers in ESC Region 20 have both the highest average salary and the highest CWI-adjusted salaries compared to other professionals in their region. On the other hand, teachers in ESC Region 4 have the lowest CWI-adjusted salary even though their average salaries are near the middle of the range of teacher salaries by ESC region. This result may be because non-educational professionals in the Houston area are better paid than their peers across Texas.

Limitations of the Comparison

As mentioned earlier, because the teacher salary data is not weighted by the number of teachers in a district, the figures may not precisely reflect actual teacher salaries in a region. Similarly, because not all ISDs in any region have the same number of teachers, a simple average of the ISD CWI numbers may contain some bias. Moreover, the average annual teacher salary for any region may be more of a reflection of the relative experience of the teachers in that region, rather than the level of teacher pay.

Relative Teacher Salaries based on CWI by County

For the final analysis, this study examines the relative teacher salaries adjusted by the CWI at the county level. This is an attempt to identify salary anomalies at the county level that may average out at the regional level.

Appendix C takes the 10 years of experience average salary data from Appendix A and applies the county CWI to obtain a CWI-adjusted 10 year average salary. For districts where no 10 year average salary was reported, the values of the adjacent cells were averaged and imputed for the 10 year value (see the note at the end of Appendix C).

- The “County Name” column lists Texas counties alphabetically.
- The “Teacher Salary at 10 Years Experience” column lists the average salary of a teacher with 10 years of experience. This is the same data as in Appendix A. Values range from \$31,755 in Dawson County to \$66,242 in King County.
- The “CWI” column lists the comparable wage index value for each county. These data were delivered to TEA at the district level; however, all districts within a county had the same CWI. These data are reported at two decimal places, although calculations were done using CWI values with 14 decimal places. Values range from 0.91 to 1.31.
- The “CWI-adjusted Salary” column shows the product of the previous two columns. For example for Anderson County: $\$42,064 * 1.221247 = \$51,371$.

Results

The average \$43,174 salary across all counties for a teacher with 10 years of experience equates to a CWI-adjusted salary of \$49,975. The lowest CWI-adjusted salary was calculated for Delta County where the 0.92 CWI reduced the average salary of a teacher with 10 years of experience from \$39,441 to a CWI-adjusted salary of \$36,285. The highest CWI-adjusted salary was calculated for King County where the 1.30 CWI raised the average salary of a teacher with 10 years of experience from \$66,242 to a CWI-adjusted salary of \$86,565.

As suspected, the variation in salary at the county level is greater than that at the regional level. Regional CWI values ranged from 0.91 to 1.26 while county CWI values varied from 0.91 to 1.30. The greater variation was in salaries. The average CWI-adjusted salary varied \$13,100 when calculated at the regional level, but varied \$34,487, ranging from \$31,755 to \$66,242, at the county level.

Limitations of the Comparison

The 10-year salaries are a snapshot of a single year of experience and are not necessarily representative of salaries at other levels of experience. Additionally, the small numbers of teachers in small counties can result in skewed averages when non-typical salaries are averaged in the calculation.

Conclusion

Teachers' salaries vary across their careers; however, the increases in salary are generally modest and consistent over time.

Generally, there are differences between teacher salaries and the salaries of other professionals within each ESC region. The size of these differences varies, and the differences are greater in some ESC regions than in others.

Generally, the value of teachers' salaries varies based on where they work. Teachers receive different salaries, and their salaries are more or less comparable to their peers depending on where they work. The analyses using the Comparable Wage Index attempted to describe this variation.

Appendix A

Teacher Salaries in 2012-2013 by County and Years of Experience

County Name	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years
ANDERSON COUNTY	\$31,150.37	\$36,081.51	\$42,064.46	\$45,786.74	\$48,491.45	\$47,352.72
ANDREWS COUNTY	44,284.90	49,312.58	52,706.09	55,535.43	59,325.83	67,430.71
ANGELINA COUNTY	35,166.43	40,300.62	42,653.85	45,645.03	49,746.95	50,786.43
ARANSAS COUNTY	37,281.17	39,580.00	41,830.00	44,580.00	47,746.67	60,866.25
ARCHER COUNTY	30,511.20	34,407.33	39,946.38	47,053.17	48,939.58	53,284.50
ARMSTRONG COUNTY			37,576.25	66,404.00		49,015.00
ATASCOSA COUNTY	39,282.01	40,704.44	44,321.25	48,929.32	51,812.83	56,650.67
AUSTIN COUNTY	36,485.14	39,996.79	41,647.56	46,531.80	50,668.03	53,532.80
BAILEY COUNTY	30,959.10	32,101.00	40,276.33	46,324.50	47,844.00	38,776.50
BANDERA COUNTY	40,210.43	38,829.50	43,532.50	47,492.60	55,300.00	58,549.00
BASTROP COUNTY	36,253.79	41,605.12	45,800.00	47,937.97	52,442.20	53,750.88
BAYLOR COUNTY	30,997.33	31,534.33		44,644.00	46,670.00	47,270.00
BEE COUNTY	35,063.43	37,768.63	40,406.83	50,788.75	51,849.67	52,705.11
BELL COUNTY	34,365.41	38,680.98	42,627.68	45,999.90	53,745.11	51,288.80
BEXAR COUNTY	38,772.12	43,582.41	46,213.32	50,187.55	54,645.00	61,064.17
BLANCO COUNTY	38,020.00	41,430.00	45,285.10	50,475.00	53,910.00	54,858.17
BORDEN COUNTY		44,066.00	50,094.00	54,626.00		
BOSQUE COUNTY	32,680.87	34,322.00	37,342.50	44,454.40	54,263.83	48,556.88
BOWIE COUNTY	33,031.36	35,758.28	41,466.08	46,704.86	52,278.04	52,271.53
BRAZORIA COUNTY	42,946.84	45,526.27	47,719.05	50,717.87	53,764.78	59,427.54
BRAZOS COUNTY	35,294.98	39,993.81	47,517.65	49,482.06	47,434.87	55,767.28
BREWSTER COUNTY	33,117.91	39,624.44	54,023.00	51,139.13	49,720.00	47,745.00
BRISCOE COUNTY			38,541.00	42,661.00		
BROOKS COUNTY	32,700.00	38,385.00	41,848.00	66,485.00	49,998.00	54,156.67
BROWN COUNTY	31,386.42	37,765.20	41,863.94	43,330.00	47,683.40	50,918.06
BURLESON COUNTY	32,236.67	35,780.00	40,936.67	44,893.89	47,585.00	56,321.50
BURNET COUNTY	37,591.47	39,329.03	43,848.95	47,344.38	50,697.50	55,865.57
CALDWELL COUNTY	37,588.28	38,982.89	43,773.06	46,102.37	49,929.22	52,812.50
CALHOUN COUNTY	37,186.67	36,585.67	43,165.60	47,117.29	51,814.33	51,412.50
CALLAHAN COUNTY	30,887.47	33,290.33	45,809.05	43,498.58	47,142.50	50,922.33
CAMERON COUNTY	37,887.89	42,375.10	44,558.88	49,449.62	54,296.92	58,865.51
CAMP COUNTY	30,516.17	34,479.18	41,739.50	44,002.86	46,345.00	52,192.60
CARSON COUNTY	38,254.83	34,600.00	39,535.00	45,271.00	45,004.00	62,558.42
CASS COUNTY	31,930.78	33,908.85	36,397.19	43,143.78	48,431.80	47,985.27
CASTRO COUNTY	30,823.59	36,106.17	39,005.00	41,617.67	46,006.89	50,320.00
CHAMBERS COUNTY	44,150.00	49,232.96	49,102.14	56,337.15	55,720.19	51,972.83
CHEROKEE COUNTY	29,230.67	35,486.27	40,194.58	45,169.07	47,234.52	47,553.75
CHILDRESS COUNTY	25,158.00	36,256.50	40,645.67	44,474.00	51,462.40	47,917.33
CLAY COUNTY	31,039.51	35,661.00	38,464.50	43,725.83	48,789.61	48,215.67
COCHRAN COUNTY	25,536.00	35,505.00			48,708.67	52,721.00
COKE COUNTY		35,071.00	40,042.00	44,060.00	47,170.00	49,091.42

County Name	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years
COLEMAN COUNTY	30,532.67	34,889.00	38,353.90	41,960.00	64,271.42	55,886.25
COLLIN COUNTY	41,068.08	44,248.84	47,340.67	50,497.30	55,089.83	58,019.49
COLLINGSWORTH COUNTY		36,671.00	41,617.00	45,099.00	48,723.00	
COLORADO COUNTY	35,988.96	36,215.25	45,258.61	47,115.33	55,602.50	50,612.00
COMAL COUNTY	39,778.08	44,645.63	47,301.30	49,697.16	53,130.29	57,524.48
COMANCHE COUNTY	32,745.53	34,732.17	40,405.33	44,968.33	47,195.00	46,120.00
CONCHO COUNTY	43,989.33		38,003.00	42,122.50	47,350.00	50,470.00
COOKE COUNTY	32,481.09	37,409.85	51,244.29	47,106.88	48,108.69	50,701.03
CORYELL COUNTY	33,040.74	36,356.56	41,803.07	46,056.59	41,975.07	52,310.00
COTTLE COUNTY	37,915.00	36,890.50	39,915.00	44,035.33	51,966.00	
CRANE COUNTY	43,753.67	42,226.86	49,406.33	51,860.00	55,970.00	80,088.00
CROCKETT COUNTY	43,687.13	39,537.00		49,425.00	52,628.00	53,878.00
CROSBY COUNTY	31,882.14	35,962.11	40,901.72	45,421.00	47,116.67	46,330.00
CULBERSON COUNTY	43,213.50	38,346.00	39,952.00		52,327.00	
DALLAM COUNTY	36,175.75	36,928.40	42,282.00	64,190.00	47,610.00	
DALLAS COUNTY	42,365.90	44,224.49	48,811.40	49,150.22	52,179.73	58,583.21
DAWSON COUNTY	34,696.96	39,578.29	31,755.00	47,484.22	51,337.75	52,946.67
DEAF SMITH COUNTY	38,352.30	40,878.81	42,393.05	51,434.00	50,568.75	58,824.50
DELTA COUNTY	29,831.00	34,260.00	39,440.50	42,829.67	46,670.00	46,670.00
DENTON COUNTY	40,822.97	45,067.33	48,227.44	50,907.90	55,359.18	60,112.67
DEWITT COUNTY	31,612.69	36,803.58	40,890.11	45,972.63	40,426.63	48,816.00
DICKENS COUNTY	35,741.67	34,176.50	37,040.00		46,519.50	50,770.00
DIMITT COUNTY	41,509.10	40,630.00	43,643.00	48,676.00	53,836.13	
DONLEY COUNTY	24,822.00	23,540.50	39,364.50	43,484.00	45,807.00	
DUVAL COUNTY	35,442.10	39,894.67	47,159.50	46,535.00	52,519.00	45,502.00
EASTLAND COUNTY	30,874.20	33,069.17	39,418.71	43,313.61	49,078.47	45,451.00
ECTOR COUNTY	38,576.21	43,288.03	47,798.34	50,275.44	38,468.29	50,053.65
EDWARDS COUNTY	27,977.33	34,906.67	40,498.50	42,936.50		50,588.50
EL PASO COUNTY	39,403.54	45,492.81	47,940.16	51,642.71	55,524.38	57,245.24
ELLIS COUNTY	35,920.66	42,500.34	42,965.68	47,928.73	53,085.93	58,826.44
ERATH COUNTY	28,791.14	35,873.48	38,924.19	42,578.47	46,670.09	60,618.67
FALLS COUNTY	28,774.98	34,534.80	40,587.17	45,023.33	49,040.58	47,630.00
FANNIN COUNTY	30,568.28	34,562.64	40,828.50	41,867.52	47,521.14	50,818.80
FAYETTE COUNTY	34,011.98	36,015.69	38,388.33	47,306.17	48,240.00	50,927.11
FISHER COUNTY	32,777.17		40,607.50	46,007.50	45,225.00	45,226.00
FLOYD COUNTY	30,855.68	43,556.33	39,211.00	43,330.50	48,778.00	52,554.00
FOARD COUNTY	38,781.00	31,560.00			44,270.00	44,270.00
FORT BEND COUNTY	42,108.61	46,377.23	49,298.91	52,581.73	56,200.27	60,177.10
FRANKLIN COUNTY	34,558.00	38,162.43	42,200.20		50,126.67	54,152.50
FREESTONE COUNTY	38,540.00	38,538.86	43,382.72	47,846.36	52,850.50	53,362.00
FRIO COUNTY	37,304.88	40,917.58	43,027.00	46,489.00	49,619.00	54,511.00
GAINES COUNTY	39,244.83	41,097.20	49,468.83	50,515.56	53,218.33	58,772.00
GALVESTON COUNTY	37,959.83	43,850.97	45,840.75	49,667.93	53,194.24	55,513.18
GARZA COUNTY	29,395.17	36,400.50	39,283.00	44,323.00	50,284.67	50,620.00
GILLESPIE COUNTY	37,034.94	40,964.25	43,333.35	49,102.42	52,736.67	54,007.04

County Name	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years
GLASSCOCK COUNTY	42,948.00	39,960.00	44,461.33			55,990.00
GOLIAD COUNTY	33,659.17	38,531.00	41,011.00	45,103.83	52,016.33	
GONZALES COUNTY	35,413.55	35,053.15	43,100.71	46,873.10	49,039.47	53,498.63
GRAY COUNTY	39,578.67	35,712.92	54,077.83	43,527.50	42,479.00	52,120.00
GRAYSON COUNTY	36,932.67	38,559.31	42,125.54	46,727.92	50,274.23	51,061.16
GREGG COUNTY	34,270.89	37,775.56	41,273.96	48,097.67	49,331.22	52,646.04
GRIMES COUNTY	35,001.12	38,020.86	42,993.50	45,487.11	48,521.00	50,668.00
GUADALUPE COUNTY	40,433.79	42,875.83	45,094.63	48,878.23	52,679.64	56,395.14
HALE COUNTY	31,079.90	35,917.54	40,641.93	44,895.39	47,415.60	51,485.54
HALL COUNTY	23,992.63	34,166.50	38,743.50	44,695.75	46,877.00	46,877.50
HAMILTON COUNTY	29,164.42	37,747.50	39,637.00	44,684.50	50,088.00	54,565.25
HANSFORD COUNTY	35,791.50	38,720.50	45,127.67	48,128.98	49,603.67	53,203.50
HARDEMAN COUNTY	31,835.00	33,575.00	42,282.00	47,019.00	46,879.50	
HARDIN COUNTY	34,495.53	35,953.07	42,914.52	51,439.51	49,333.22	50,652.60
HARRIS COUNTY	39,425.06	45,159.46	47,324.46	50,594.01	54,332.07	59,592.65
HARRISON COUNTY	32,705.75	35,755.61	42,104.19	45,350.80	48,666.29	54,456.86
HARTLEY COUNTY	39,865.00		40,540.00	53,000.00		
HASKELL COUNTY	27,853.33	33,605.50	39,418.40	41,960.00	29,035.00	45,070.00
HAYS COUNTY	36,570.29	42,978.81	41,562.41	48,622.42	52,652.44	54,681.46
HEMPHILL COUNTY	37,000.00	40,750.00	44,500.67	50,706.25	53,839.80	56,749.00
HENDERSON COUNTY	31,866.21	36,338.79	42,872.83	46,367.76	48,940.89	50,631.63
HIDALGO COUNTY	39,376.45	42,668.85	46,714.54	51,299.86	54,737.70	59,285.80
HILL COUNTY	31,519.91	35,533.48	40,995.15	45,508.27	51,308.39	42,862.50
HOCKLEY COUNTY	33,490.18	37,176.64	41,743.00	44,826.63	48,637.60	50,826.25
HOOD COUNTY	37,534.65	39,384.34	42,922.65	47,636.64	51,337.50	52,818.83
HOPKINS COUNTY	30,618.32	34,166.00	39,732.78	43,923.51	51,973.67	52,043.50
HOUSTON COUNTY	29,821.86	34,068.44	39,125.33	42,565.00	46,913.33	46,945.00
HOWARD COUNTY	35,390.91	30,815.05	43,219.72	46,728.00	45,893.83	51,580.00
HUDSPETH COUNTY	35,697.22	44,800.00			50,810.00	52,211.00
HUNT COUNTY	32,626.38	36,776.45	41,363.42	45,390.29	48,247.15	53,427.59
HUTCHINSON COUNTY	35,495.51	38,138.54	43,003.71	49,048.33	46,877.86	52,072.50
IRION COUNTY	29,321.00	33,660.00			50,697.00	
JACK COUNTY	31,146.67	37,812.61	45,983.00	51,637.67	52,601.00	58,069.67
JACKSON COUNTY	32,214.09	35,793.33	53,520.00	46,774.75	52,531.33	53,110.50
JASPER COUNTY	31,424.41	35,259.72	40,465.28	47,747.78	50,910.06	49,303.40
JEFF DAVIS COUNTY	32,705.50	40,927.50	40,765.00	51,186.00		50,995.00
JEFFERSON COUNTY	33,817.39	39,585.42	43,458.60	45,155.49	50,584.33	64,230.69
JIM HOGG COUNTY	48,071.83	41,343.33	44,047.00	48,862.00	53,545.67	58,660.00
JIM WELLS COUNTY	35,691.87	37,799.91	37,270.21	46,642.92	53,034.32	49,298.67
JOHNSON COUNTY	38,183.67	42,305.04	46,398.81	50,136.88	52,902.79	58,909.72
JONES COUNTY	28,507.03	33,430.19	37,429.51	43,903.75	47,039.67	48,568.33
KARNES COUNTY	37,010.29	38,859.58	46,468.40	49,230.00	46,841.00	
KAUFMAN COUNTY	38,248.61	41,998.83	44,360.52	52,955.87	51,573.04	56,493.76
KENDALL COUNTY	38,762.09	41,239.92	45,110.35	47,847.00	53,047.37	57,927.78
KENEDY COUNTY				52,377.00	54,137.00	54,637.00

County Name	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years
KENT COUNTY	36,200.00	40,947.00	47,085.00			
KERR COUNTY	30,344.87	38,217.33	35,490.50	49,740.03	41,329.50	53,665.00
KIMBLE COUNTY	32,482.33	26,386.50	40,662.00	45,782.00	49,892.00	49,392.00
KING COUNTY	37,290.00		66,242.00	50,899.00	68,199.00	
KINNEY COUNTY	38,842.31	37,300.00	56,216.50	45,860.00	49,311.00	
KLEBERG COUNTY	35,502.83	37,174.00	43,209.19	47,517.14	49,184.33	53,244.83
KNOX COUNTY	26,865.73	32,755.00	40,007.67	45,554.75	45,159.00	46,062.00
LA SALLE COUNTY	37,198.00	40,650.00	43,935.00	47,895.00	51,185.00	52,135.00
LAMAR COUNTY	27,558.07	32,673.91	38,913.47	43,614.60	46,728.70	49,415.08
LAMB COUNTY	30,413.95	34,712.13	40,943.74	43,434.46	49,972.67	52,450.17
LAMPASAS COUNTY	31,700.14	33,944.24	38,851.38	45,242.67	49,508.77	49,975.75
LAVACA COUNTY	33,387.25	34,222.50	39,618.67	45,960.83	46,604.25	48,539.75
LEE COUNTY	26,419.28	39,889.56	40,789.50	44,292.50	48,300.00	48,450.00
LEON COUNTY	30,354.06	35,789.25	44,113.80	45,708.58	48,659.93	50,630.00
LIBERTY COUNTY	34,716.85	41,591.27	44,819.99	47,658.91	50,006.29	54,102.47
LIMESTONE COUNTY	38,501.94	40,829.93	44,537.50	48,909.25	56,146.67	55,170.00
LIPSCOMB COUNTY	29,027.92	35,211.75	41,747.72	48,385.00	48,415.00	53,915.00
LIVE OAK COUNTY	35,930.57	38,767.00	49,999.17	45,257.17	55,777.00	53,483.50
LLANO COUNTY	37,878.00	36,091.10	42,597.00	48,637.00	52,447.00	55,927.00
LUBBOCK COUNTY	30,371.63	35,982.88	36,693.80	41,053.67	45,065.46	51,483.54
LYNN COUNTY	22,906.97	33,849.83	38,542.50	43,789.00	47,525.50	50,743.50
MADISON COUNTY	35,732.88	39,766.44	45,135.33	46,862.50	52,704.25	62,426.50
MARION COUNTY	34,788.67	38,640.33	41,534.00		47,913.00	54,348.25
MARTIN COUNTY	35,320.00		45,960.00	55,210.50	65,422.50	54,670.00
MASON COUNTY	35,550.00	32,870.00		43,646.50	45,630.00	
MATAGORDA COUNTY	38,612.08	42,258.71	47,680.42	54,188.80	56,344.33	57,277.00
MAVERICK COUNTY	39,393.37	42,956.05	47,620.43	52,297.38	55,235.04	61,007.20
MCCULLOCH COUNTY	32,018.13	32,283.50	41,825.20	42,678.57	42,858.50	43,355.00
MCLENNAN COUNTY	33,290.32	38,818.39	41,855.39	46,168.14	50,884.50	52,329.84
MCMULLEN COUNTY				55,661.00	57,271.00	61,271.00
MEDINA COUNTY	37,919.13	40,166.33	44,018.39	48,906.17	50,925.43	55,171.11
MENARD COUNTY	29,080.00	32,733.67	45,206.00		45,203.00	
MIDLAND COUNTY	42,817.13	43,645.77	45,757.87	52,376.26	52,513.87	55,571.65
MILAM COUNTY	29,012.25	38,883.19	43,754.98	47,275.42	49,016.40	52,594.25
MILLS COUNTY	33,849.39	32,976.33	40,344.50	44,284.33	45,271.33	
MITCHELL COUNTY	31,186.50	39,551.60	49,355.75	48,324.00		58,130.13
MONTAGUE COUNTY	29,032.53	36,109.00	41,442.07	48,441.00	43,901.75	55,065.67
MONTGOMERY COUNTY	42,931.79	45,851.39	47,464.58	49,502.19	53,610.52	57,150.60
MOORE COUNTY	36,226.31	39,931.91	48,728.29	52,015.58	51,048.22	54,429.63
MORRIS COUNTY	31,313.90	36,523.63	50,794.00	44,933.75	42,974.50	52,048.17
MOTLEY COUNTY	45,244.00		38,014.00	42,134.00		45,245.00
NACOGDOCHES COUNTY	31,207.54	36,268.98	41,670.75	45,264.07	49,128.26	46,152.97
NAVARRO COUNTY	31,869.95	38,186.07	42,288.34	46,033.21	48,695.96	55,986.70
NEWTON COUNTY	31,109.33	37,953.75	39,615.89	48,300.00	51,265.75	57,723.50
NOLAN COUNTY	37,913.80	35,072.78	40,873.75	50,306.67	49,210.33	51,677.50

County Name	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years
NUECES COUNTY	37,374.28	39,189.52	42,083.13	49,125.38	51,873.26	57,961.95
OCHILTREE COUNTY	35,552.90	39,379.88	40,320.00	44,193.00	49,018.33	58,700.00
OLDHAM COUNTY	41,995.00	40,514.86	44,303.50	53,420.33	51,041.17	65,984.00
ORANGE COUNTY	37,431.94	40,106.07	42,119.04	45,723.64	51,182.80	53,767.78
PALO PINTO COUNTY	31,751.35	34,576.99	41,112.30	41,794.75	46,975.38	50,814.50
PANOLA COUNTY	30,675.83	35,876.74	42,854.44	43,456.33	52,646.52	50,395.00
PARKER COUNTY	34,265.22	39,025.45	43,391.45	46,221.20	48,126.45	52,745.35
PARMER COUNTY	30,120.84	33,846.83	39,885.78	44,332.22	50,009.46	53,486.44
PECOS COUNTY	41,620.54	41,295.56	44,992.50	50,092.50	56,688.00	55,036.00
POLK COUNTY	33,405.44	37,139.24	43,665.93	45,685.07	49,299.94	51,290.83
POTTER COUNTY	28,948.77	41,503.04	41,648.13	46,952.04	49,669.85	54,468.48
PRESIDIO COUNTY	32,907.53	37,105.00	42,548.33	48,558.33	50,560.00	48,070.00
RAINS COUNTY	27,592.88	33,235.29		44,385.00	47,328.33	50,145.25
RANDALL COUNTY	43,689.00	43,986.11	45,713.85	50,554.53	51,233.50	55,587.36
REAGAN COUNTY	35,247.80	39,582.14	45,062.40		52,292.50	52,292.00
REAL COUNTY	24,728.00	36,035.50	48,544.00	43,614.33		
RED RIVER COUNTY	37,315.81	35,564.71	39,335.67	48,945.67	45,262.67	50,232.00
REEVES COUNTY	37,515.55	39,053.50	44,590.00	46,701.00	57,603.33	52,668.00
REFUGIO COUNTY	33,098.83	39,408.17	42,043.17	46,909.75	61,450.50	55,606.67
ROBERTS COUNTY	36,877.50		42,840.00	46,960.00		
ROBERTSON COUNTY	33,551.98	37,375.50	42,822.13	47,759.25	48,337.06	48,762.25
ROCKWALL COUNTY	42,159.56	45,537.29	46,431.95	50,758.81	53,117.88	56,333.33
RUNNELS COUNTY	31,013.81	33,832.50	41,729.00	39,407.39	45,533.50	48,325.58
RUSK COUNTY	31,210.82	36,316.50	44,960.14	46,209.97	49,945.83	53,297.12
SABINE COUNTY	36,183.17	37,246.00	40,101.00	44,387.67	49,901.13	48,370.00
SAN AUGUSTINE COUNTY	29,825.10	39,857.33	44,051.25	46,172.00	48,819.50	47,919.50
SAN JACINTO COUNTY	37,293.12	38,831.90	40,722.50	48,705.00	58,742.25	55,522.00
SAN PATRICIO COUNTY	36,046.79	41,604.78	46,965.52	50,337.65	50,901.94	56,192.40
SAN SABA COUNTY	29,080.00	37,305.70	41,549.88	44,184.00	45,860.00	46,695.00
SCHLEICHER COUNTY	31,370.00	37,276.67		45,509.75	48,320.00	
SCURRY COUNTY	37,576.01	41,143.00	45,580.00	50,082.19	51,065.70	55,602.67
SHACKELFORD COUNTY	32,913.75	34,835.00	43,962.50	50,350.25	52,549.00	55,412.00
SHELBY COUNTY	33,981.48	37,907.71	43,739.65	54,763.92	54,581.43	54,423.50
SHERMAN COUNTY	22,230.50	37,699.00	41,887.67	53,247.50		51,951.00
SMITH COUNTY	37,114.86	37,773.79	42,066.02	45,806.01	48,088.40	51,792.77
SOMERVELL COUNTY	45,792.00	42,371.40	46,188.28	52,893.67	54,744.07	61,866.75
STARR COUNTY	41,464.56	43,678.30	46,916.80	51,345.65	54,635.30	55,262.18
STEPHENS COUNTY		34,280.20	39,730.33	43,390.00	48,030.00	49,196.67
STERLING COUNTY	36,000.00		42,280.00			
STONEWALL COUNTY	29,820.00	25,545.00		43,660.00		47,770.00
SUTTON COUNTY	33,145.00	37,510.00	42,865.00	46,985.00	50,095.00	50,095.00
SWISHER COUNTY	30,175.80	34,836.44	40,922.22	46,337.50	52,900.25	56,679.33
TARRANT COUNTY	41,083.30	46,485.62	50,271.89	52,435.50	55,839.12	60,576.23
TAYLOR COUNTY	35,648.43	36,991.25	40,827.10	44,099.41	47,506.01	49,161.33
TERRELL COUNTY	52,168.50			48,200.00	52,430.00	

County Name	0 Years	5 Years	10 Years	15 Years	20 Years	25 Years
TERRY COUNTY	31,553.67	36,305.00	42,638.33	49,874.53	49,645.83	53,540.00
THROCKMORTON COUNTY	31,280.25	33,560.00	39,541.00	47,259.00		
TITUS COUNTY	32,129.25	35,999.65	41,300.56	45,194.67	48,459.96	48,492.50
TOM GREEN COUNTY	31,839.72	37,869.37	40,414.27	46,523.03	48,380.52	50,266.74
TRAVIS COUNTY	39,765.29	43,821.77	48,559.41	50,028.12	54,037.20	55,021.29
TRINITY COUNTY	30,957.14	34,698.30	41,619.28	49,532.94	50,765.00	50,431.63
TYLER COUNTY	35,571.88	33,072.71	42,133.33	45,046.83	48,813.08	50,767.00
UPSHUR COUNTY	33,054.91	35,624.74	39,874.19	46,618.36	48,053.70	50,463.21
UPTON COUNTY	36,132.50	39,291.50	46,165.00	69,517.50	55,108.00	
UVALDE COUNTY	32,784.44	39,434.43	40,725.44	46,416.78	48,565.50	55,954.75
VAL VERDE COUNTY	33,907.16	39,624.98	43,514.85	49,708.39	51,941.57	52,738.20
VAN ZANDT COUNTY	31,195.26	36,267.81	41,809.12	45,651.67	49,778.53	51,174.44
VICTORIA COUNTY	39,739.55	40,320.44	42,733.70	46,370.57	49,844.22	52,129.44
WALKER COUNTY	33,729.74	37,690.51	42,713.22	44,453.64	47,187.50	48,775.67
WALLER COUNTY	41,678.65	44,621.87	46,514.98	52,134.21	54,334.25	55,243.33
WARD COUNTY	34,084.57	38,882.38	44,894.50	50,643.00	51,126.00	54,361.00
WASHINGTON COUNTY	31,229.09	35,189.06	42,576.39	45,038.62	50,015.96	54,149.63
WEBB COUNTY	37,068.24	42,050.51	47,177.22	49,588.37	53,475.40	58,519.30
WHARTON COUNTY	34,131.45	39,064.73	44,847.68	47,434.10	49,351.17	51,953.18
WHEELER COUNTY	34,476.56	35,325.00	43,821.94	55,519.00	36,965.00	47,987.75
WICHITA COUNTY	34,769.50	35,737.82	35,926.79	45,210.86	51,028.56	53,191.49
WILBARGER COUNTY	31,752.22	42,033.50	40,389.89	45,750.00	46,989.00	52,099.75
WILLACY COUNTY	38,823.89	41,435.85	43,191.00	49,775.00	50,160.00	53,200.00
WILLIAMSON COUNTY	36,431.96	40,285.67	43,885.87	45,704.88	50,500.67	53,134.35
WILSON COUNTY	37,591.01	40,195.40	45,798.98	46,814.59	50,740.79	52,971.92
WINKLER COUNTY	41,030.83	42,920.17		51,860.00	57,100.00	60,600.00
WISE COUNTY	35,964.16	41,507.00	45,906.87	51,956.89	51,292.66	56,648.57
WOOD COUNTY	32,256.76	37,244.26	40,577.46	45,327.56	50,837.28	56,374.56
YOAKUM COUNTY	31,577.50	43,583.42	47,106.83	48,766.25	62,097.00	59,194.50
YOUNG COUNTY	33,810.84	38,038.43	43,290.60	46,883.33	56,307.00	53,561.33
ZAPATA COUNTY	40,811.50	43,524.59	45,662.09	50,884.70	54,460.83	57,607.00
ZAVALA COUNTY	37,151.87	43,279.00	44,001.63	58,348.83	51,967.00	57,726.00
ALL COUNTIES	35,636.00	39,552.34	43,713.67	47,863.20	50,839.44	54,014.82

Appendix B

Annual Average 2012 Earnings by Occupation Requiring Bachelor's Degree and Certification or License, by Education Service Center Region

ESC	Occupational Title	2012 Average Annual Wage
1	Pharmacists	\$129,417
1	Architects, Except Landscape and Naval	\$61,432
1	Accountants and Auditors	\$59,244
1	Medical and Clinical Laboratory Technologists	\$52,174
1	Secondary School Teachers, Except Special and Vocational Education	\$51,823
1	Vocational Education Teachers, Secondary School	\$51,612
1	Middle School Teachers, Except Special and Vocational Education	\$50,595
1	Vocational Education Teachers, Middle School	\$50,149
1	Special Education Teachers, Middle School	\$50,069
1	Special Education Teachers, Secondary School	\$49,914
1	Special Education Teachers, Kindergarten, and Elementary School	\$49,470
1	Elementary School Teachers, Except Special Education	\$48,898
1	Occupational Health and Safety Specialists	\$48,329
1	Kindergarten Teachers, Except Special Education	\$47,070
1	Social Workers, All Other	\$46,909
1	Commercial and Industrial Designers	\$46,699
1	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$41,493
1	Interior Designers	\$25,351
1	Substitute teachers	\$22,255
2	Pharmacists	\$119,042
2	Occupational Health and Safety Specialists	\$84,205
2	Architects, Except Landscape and Naval	\$70,952
2	Accountants and Auditors	\$64,883
2	Special Education Teachers, Middle School	\$56,215
2	Vocational Education Teachers, Secondary School	\$55,980
2	Special Education Teachers, Secondary School	\$55,815
2	Special Education Teachers, Kindergarten, and Elementary School	\$55,634
2	Kindergarten Teachers, Except Special Education	\$55,278
2	Elementary School Teachers, Except Special Education	\$53,708
2	Middle School Teachers, Except Special and Vocational Education	\$52,964
2	Secondary School Teachers, Except Special and Vocational Education	\$52,679
2	Medical and Clinical Laboratory Technologists	\$51,610
2	Social Workers, All Other	\$46,487
2	Vocational Education Teachers, Middle School	\$45,357

ESC	Occupational Title	2012 Average Annual Wage
2	Interior Designers	\$43,927
2	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$38,421
2	Special Education Teachers, Preschool	\$37,166
2	Substitute teachers	\$22,092
3	Pharmacists	\$117,727
3	Occupational Health and Safety Specialists	\$76,783
3	Accountants and Auditors	\$61,708
3	Vocational Education Teachers, Middle School	\$48,847
3	Vocational Education Teachers, Secondary School	\$48,812
3	Medical and Clinical Laboratory Technologists	\$48,162
3	Special Education Teachers, Kindergarten, and Elementary School	\$48,088
3	Middle School Teachers, Except Special and Vocational Education	\$47,736
3	Secondary School Teachers, Except Special and Vocational Education	\$47,657
3	Special Education Teachers, Secondary School	\$47,526
3	Special Education Teachers, Middle School	\$47,451
3	Elementary School Teachers, Except Special Education	\$46,100
3	Kindergarten Teachers, Except Special Education	\$45,941
3	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$36,244
3	Substitute teachers	\$19,558
4	Pharmacists	\$109,750
4	Architects, Except Landscape and Naval	\$88,686
4	Accountants and Auditors	\$78,019
4	Occupational Health and Safety Specialists	\$74,371
4	Commercial and Industrial Designers	\$72,031
4	Social Workers, All Other	\$60,436
4	Medical and Clinical Laboratory Technologists	\$57,664
4	Interior Designers	\$55,588
4	Vocational Education Teachers, Secondary School	\$55,111
4	Secondary School Teachers, Except Special and Vocational Education	\$53,563
4	Special Education Teachers, Secondary School	\$52,290
4	Special Education Teachers, Kindergarten, and Elementary School	\$51,884
4	Vocational Education Teachers, Middle School	\$51,834
4	Special Education Teachers, Middle School	\$51,714
4	Elementary School Teachers, Except Special Education	\$51,465
4	Middle School Teachers, Except Special and Vocational Education	\$51,191
4	Special Education Teachers, Preschool	\$50,883
4	Kindergarten Teachers, Except Special Education	\$50,324

ESC	Occupational Title	2012 Average Annual Wage
4	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$48,481
4	Special Education Teachers, All Other	\$38,586
4	Substitute teachers	\$23,534
5	Pharmacists	\$119,483
5	Architects, Except Landscape and Naval	\$116,960
5	Commercial and Industrial Designers	\$74,077
5	Occupational Health and Safety Specialists	\$69,591
5	Accountants and Auditors	\$66,537
5	Medical and Clinical Laboratory Technologists	\$52,252
5	Vocational Education Teachers, Middle School	\$47,204
5	Special Education Teachers, Kindergarten, and Elementary School	\$46,918
5	Vocational Education Teachers, Secondary School	\$46,640
5	Secondary School Teachers, Except Special and Vocational Education	\$46,627
5	Special Education Teachers, Secondary School	\$46,010
5	Elementary School Teachers, Except Special Education	\$45,977
5	Middle School Teachers, Except Special and Vocational Education	\$45,568
5	Special Education Teachers, Middle School	\$44,470
5	Kindergarten Teachers, Except Special Education	\$44,355
5	Social Workers, All Other	\$34,183
5	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$23,572
5	Substitute teachers	\$17,690
6	Pharmacists	\$119,560
6	Occupational Health and Safety Specialists	\$86,832
6	Accountants and Auditors	\$69,299
6	Architects, Except Landscape and Naval	\$64,270
6	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$62,088
6	Medical and Clinical Laboratory Technologists	\$54,736
6	Vocational Education Teachers, Secondary School	\$50,882
6	Interior Designers	\$50,415
6	Vocational Education Teachers, Middle School	\$50,406
6	Commercial and Industrial Designers	\$48,387
6	Secondary School Teachers, Except Special and Vocational Education	\$47,973
6	Middle School Teachers, Except Special and Vocational Education	\$47,879
6	Special Education Teachers, Kindergarten, and Elementary School	\$47,381
6	Special Education Teachers, Middle School	\$46,922
6	Special Education Teachers, Secondary School	\$46,771
6	Elementary School Teachers, Except Special Education	\$46,581

ESC	Occupational Title	2012 Average Annual Wage
6	Kindergarten Teachers, Except Special Education	\$45,797
6	Social Workers, All Other	\$43,210
6	Special Education Teachers, Preschool	\$43,098
6	Substitute teachers	\$19,556
7	Pharmacists	\$117,550
7	Architects, Except Landscape and Naval	\$65,818
7	Accountants and Auditors	\$64,982
7	Occupational Health and Safety Specialists	\$62,676
7	Interior Designers	\$55,927
7	Medical and Clinical Laboratory Technologists	\$51,295
7	Vocational Education Teachers, Secondary School	\$48,517
7	Special Education Teachers, Secondary School	\$46,980
7	Commercial and Industrial Designers	\$46,963
7	Secondary School Teachers, Except Special and Vocational Education	\$46,597
7	Special Education Teachers, Middle School	\$45,941
7	Vocational Education Teachers, Middle School	\$44,849
7	Special Education Teachers, Kindergarten, and Elementary School	\$44,846
7	Middle School Teachers, Except Special and Vocational Education	\$44,384
7	Elementary School Teachers, Except Special Education	\$43,873
7	Kindergarten Teachers, Except Special Education	\$43,060
7	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$42,819
7	Social Workers, All Other	\$39,431
7	Substitute teachers	\$18,278
8	Pharmacists	\$122,831
8	Accountants and Auditors	\$64,643
8	Occupational Health and Safety Specialists	\$64,496
8	Vocational Education Teachers, Middle School	\$48,732
8	Medical and Clinical Laboratory Technologists	\$47,814
8	Vocational Education Teachers, Secondary School	\$47,522
8	Secondary School Teachers, Except Special and Vocational Education	\$45,488
8	Special Education Teachers, Kindergarten, and Elementary School	\$45,152
8	Special Education Teachers, Middle School	\$44,244
8	Middle School Teachers, Except Special and Vocational Education	\$44,060
8	Special Education Teachers, Secondary School	\$43,896
8	Elementary School Teachers, Except Special Education	\$42,218
8	Kindergarten Teachers, Except Special Education	\$42,127
8	Substitute teachers	\$17,163

ESC	Occupational Title	2012 Average Annual Wage
9	Pharmacists	\$119,063
9	Occupational Health and Safety Specialists	\$67,111
9	Accountants and Auditors	\$60,564
9	Medical and Clinical Laboratory Technologists	\$52,602
9	Special Education Teachers, Middle School	\$48,943
9	Vocational Education Teachers, Secondary School	\$48,376
9	Secondary School Teachers, Except Special and Vocational Education	\$48,217
9	Middle School Teachers, Except Special and Vocational Education	\$46,725
9	Elementary School Teachers, Except Special Education	\$44,568
9	Special Education Teachers, Secondary School	\$43,774
9	Special Education Teachers, Kindergarten, and Elementary School	\$42,759
9	Kindergarten Teachers, Except Special Education	\$40,529
9	Substitute teachers	\$19,712
10	Pharmacists	\$113,952
10	Accountants and Auditors	\$75,785
10	Architects, Except Landscape and Naval	\$73,315
10	Occupational Health and Safety Specialists	\$67,529
10	Medical and Clinical Laboratory Technologists	\$59,197
10	Commercial and Industrial Designers	\$57,066
10	Special Education Teachers, Secondary School	\$54,755
10	Secondary School Teachers, Except Special and Vocational Education	\$53,868
10	Special Education Teachers, Preschool	\$52,843
10	Interior Designers	\$52,551
10	Special Education Teachers, Kindergarten, and Elementary School	\$52,441
10	Vocational Education Teachers, Middle School	\$52,072
10	Kindergarten Teachers, Except Special Education	\$51,726
10	Vocational Education Teachers, Secondary School	\$51,327
10	Elementary School Teachers, Except Special Education	\$50,932
10	Middle School Teachers, Except Special and Vocational Education	\$50,872
10	Special Education Teachers, Middle School	\$49,435
10	Social Workers, All Other	\$45,780
10	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$31,807
10	Substitute teachers	\$20,110
11	Pharmacists	\$116,756
11	Architects, Except Landscape and Naval	\$86,301

ESC	Occupational Title	2012 Average Annual Wage
11	Accountants and Auditors	\$71,362
11	Occupational Health and Safety Specialists	\$64,500
11	Vocational Education Teachers, Secondary School	\$59,195
11	Special Education Teachers, Secondary School	\$57,453
11	Vocational Education Teachers, Middle School	\$57,447
11	Special Education Teachers, Kindergarten, and Elementary School	\$56,868
11	Secondary School Teachers, Except Special and Vocational Education	\$56,177
11	Medical and Clinical Laboratory Technologists	\$55,759
11	Middle School Teachers, Except Special and Vocational Education	\$55,181
11	Elementary School Teachers, Except Special Education	\$54,462
11	Social Workers, All Other	\$53,516
11	Special Education Teachers, Middle School	\$52,823
11	Commercial and Industrial Designers	\$52,407
11	Kindergarten Teachers, Except Special Education	\$52,157
11	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$51,486
11	Interior Designers	\$50,954
11	Special Education Teachers, Preschool	\$35,600
11	Substitute teachers	\$19,853
12	Pharmacists	\$116,485
12	Social Workers, All Other	\$69,278
12	Occupational Health and Safety Specialists	\$63,103
12	Accountants and Auditors	\$61,330
12	Architects, Except Landscape and Naval	\$60,231
12	Medical and Clinical Laboratory Technologists	\$55,639
12	Vocational Education Teachers, Secondary School	\$50,815
12	Secondary School Teachers, Except Special and Vocational Education	\$47,854
12	Vocational Education Teachers, Middle School	\$47,392
12	Special Education Teachers, Kindergarten, and Elementary School	\$47,093
12	Special Education Teachers, Secondary School	\$47,003
12	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$46,983
12	Special Education Teachers, Middle School	\$46,857
12	Middle School Teachers, Except Special and Vocational Education	\$46,471
12	Elementary School Teachers, Except Special Education	\$45,645
12	Kindergarten Teachers, Except Special Education	\$41,337
12	Interior Designers	\$39,359
12	Substitute teachers	\$18,803
13	Pharmacists	\$116,665

ESC	Occupational Title	2012 Average Annual Wage
13	Occupational Health and Safety Specialists	\$73,360
13	Architects, Except Landscape and Naval	\$71,751
13	Accountants and Auditors	\$65,018
13	Social Workers, All Other	\$61,499
13	Commercial and Industrial Designers	\$60,351
13	Vocational Education Teachers, Secondary School	\$49,606
13	Medical and Clinical Laboratory Technologists	\$49,576
13	Special Education Teachers, Secondary School	\$49,526
13	Secondary School Teachers, Except Special and Vocational Education	\$48,850
13	Vocational Education Teachers, Middle School	\$48,080
13	Special Education Teachers, Preschool	\$47,874
13	Middle School Teachers, Except Special and Vocational Education	\$47,752
13	Special Education Teachers, Middle School	\$47,365
13	Special Education Teachers, Kindergarten, and Elementary School	\$47,346
13	Elementary School Teachers, Except Special Education	\$46,970
13	Kindergarten Teachers, Except Special Education	\$46,678
13	Interior Designers	\$45,477
13	Special Education Teachers, All Other	\$42,729
13	Substitute teachers	\$20,305
14	Pharmacists	\$122,819
14	Architects, Except Landscape and Naval	\$77,391
14	Occupational Health and Safety Specialists	\$59,013
14	Accountants and Auditors	\$57,325
14	Vocational Education Teachers, Secondary School	\$52,166
14	Middle School Teachers, Except Special and Vocational Education	\$45,674
14	Special Education Teachers, Secondary School	\$44,657
14	Secondary School Teachers, Except Special and Vocational Education	\$44,508
14	Special Education Teachers, Kindergarten, and Elementary School	\$44,132
14	Special Education Teachers, Middle School	\$43,955
14	Elementary School Teachers, Except Special Education	\$43,417
14	Kindergarten Teachers, Except Special Education	\$43,086
14	Medical and Clinical Laboratory Technologists	\$41,999
14	Social Workers, All Other	\$34,915
14	Substitute teachers	\$19,611
15	Pharmacists	\$123,597
15	Occupational Health and Safety Specialists	\$73,491
15	Architects, Except Landscape and Naval	\$68,594

ESC	Occupational Title	2012 Average Annual Wage
15	Medical and Clinical Laboratory Technologists	\$56,314
15	Accountants and Auditors	\$54,990
15	Vocational Education Teachers, Secondary School	\$49,684
15	Secondary School Teachers, Except Special and Vocational Education	\$47,582
15	Special Education Teachers, Kindergarten, and Elementary School	\$47,443
15	Middle School Teachers, Except Special and Vocational Education	\$46,618
15	Special Education Teachers, Secondary School	\$45,904
15	Kindergarten Teachers, Except Special Education	\$45,528
15	Elementary School Teachers, Except Special Education	\$45,288
15	Special Education Teachers, Middle School	\$43,921
15	Social Workers, All Other	\$40,855
15	Substitute teachers	\$21,123
16	Pharmacists	\$116,278
16	Architects, Except Landscape and Naval	\$79,507
16	Occupational Health and Safety Specialists	\$72,690
16	Accountants and Auditors	\$71,044
16	Medical and Clinical Laboratory Technologists	\$53,504
16	Vocational Education Teachers, Secondary School	\$50,128
16	Secondary School Teachers, Except Special and Vocational Education	\$48,234
16	Special Education Teachers, Kindergarten, and Elementary School	\$47,194
16	Special Education Teachers, Secondary School	\$46,895
16	Special Education Teachers, Middle School	\$46,583
16	Elementary School Teachers, Except Special Education	\$45,950
16	Middle School Teachers, Except Special and Vocational Education	\$45,804
16	Kindergarten Teachers, Except Special Education	\$44,727
16	Interior Designers	\$38,572
16	Substitute teachers	\$18,356
17	Pharmacists	\$125,230
17	Occupational Health and Safety Specialists	\$59,763
17	Accountants and Auditors	\$57,059
17	Medical and Clinical Laboratory Technologists	\$53,576
17	Vocational Education Teachers, Middle School	\$51,168
17	Architects, Except Landscape and Naval	\$49,510
17	Social Workers, All Other	\$48,225
17	Vocational Education Teachers, Secondary School	\$47,920
17	Special Education Teachers, Middle School	\$47,692
17	Secondary School Teachers, Except Special and Vocational Education	\$47,307

ESC	Occupational Title	2012 Average Annual Wage
17	Special Education Teachers, Secondary School	\$46,395
17	Special Education Teachers, Kindergarten, and Elementary School	\$45,774
17	Middle School Teachers, Except Special and Vocational Education	\$45,415
17	Interior Designers	\$45,142
17	Kindergarten Teachers, Except Special Education	\$44,100
17	Elementary School Teachers, Except Special Education	\$43,963
17	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$41,709
17	Substitute teachers	\$18,274
18	Pharmacists	\$124,226
18	Architects, Except Landscape and Naval	\$78,025
18	Accountants and Auditors	\$70,622
18	Occupational Health and Safety Specialists	\$69,941
18	Vocational Education Teachers, Secondary School	\$51,795
18	Secondary School Teachers, Except Special and Vocational Education	\$51,478
18	Medical and Clinical Laboratory Technologists	\$50,821
18	Interior Designers	\$50,112
18	Middle School Teachers, Except Special and Vocational Education	\$49,028
18	Elementary School Teachers, Except Special Education	\$48,471
18	Special Education Teachers, Middle School	\$48,273
18	Special Education Teachers, Secondary School	\$47,927
18	Special Education Teachers, Kindergarten, and Elementary School	\$47,068
18	Kindergarten Teachers, Except Special Education	\$45,610
18	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$42,029
18	Substitute teachers	\$19,917
19	Pharmacists	\$125,697
19	Occupational Health and Safety Specialists	\$66,647
19	Architects, Except Landscape and Naval	\$59,215
19	Social Workers, All Other	\$54,371
19	Medical and Clinical Laboratory Technologists	\$52,874
19	Vocational Education Teachers, Secondary School	\$52,038
19	Secondary School Teachers, Except Special and Vocational Education	\$51,925
19	Kindergarten Teachers, Except Special Education	\$51,067
19	Accountants and Auditors	\$51,060
19	Middle School Teachers, Except Special and Vocational Education	\$50,786
19	Elementary School Teachers, Except Special Education	\$50,407
19	Special Education Teachers, Secondary School	\$49,908
19	Special Education Teachers, Kindergarten, and Elementary School	\$49,667

ESC	Occupational Title	2012 Average Annual Wage
19	Vocational Education Teachers, Middle School	\$48,993
19	Special Education Teachers, Middle School	\$48,512
19	Interior Designers	\$48,179
19	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$44,236
19	Commercial and Industrial Designers	\$31,215
19	Substitute teachers	\$19,418
20	Pharmacists	\$112,147
20	Accountants and Auditors	\$68,450
20	Special Education Teachers, Preschool	\$68,187
20	Commercial and Industrial Designers	\$65,832
20	Occupational Health and Safety Specialists	\$63,920
20	Architects, Except Landscape and Naval	\$63,297
20	Special Education Teachers, Secondary School	\$60,225
20	Special Education Teachers, Kindergarten, and Elementary School	\$59,021
20	Special Education Teachers, Middle School	\$58,793
20	Vocational Education Teachers, Secondary School	\$58,767
20	Social Workers, All Other	\$58,098
20	Kindergarten Teachers, Except Special Education	\$57,239
20	Middle School Teachers, Except Special and Vocational Education	\$56,292
20	Secondary School Teachers, Except Special and Vocational Education	\$56,171
20	Vocational Education Teachers, Middle School	\$55,881
20	Elementary School Teachers, Except Special Education	\$55,161
20	Medical and Clinical Laboratory Technologists	\$51,949
20	Interior Designers	\$46,309
20	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$39,440
20	Substitute teachers	\$19,405

Appendix C

Average Salary at 10 Years Experience Adjusted by Comparable Wage Index by County

County Name	Teacher Salary at 10 Years Experience	CWI	CWI Adjusted Salary
ANDERSON COUNTY	\$ 42,064	1.22	\$ 51,371
ANDREWS COUNTY	\$ 52,706	1.30	\$ 68,703
ANGELINA COUNTY	\$ 42,654	1.12	\$ 47,844
ARANSAS COUNTY	\$ 41,830	1.11	\$ 46,494
ARCHER COUNTY	\$ 39,946	1.20	\$ 47,899
ARMSTRONG COUNTY	\$ 37,576	1.12	\$ 42,094
ATASCOSA COUNTY	\$ 44,321	1.04	\$ 46,014
AUSTIN COUNTY	\$ 41,648	0.91	\$ 37,747
BAILEY COUNTY	\$ 40,276	1.31	\$ 52,633
BANDERA COUNTY	\$ 43,533	1.04	\$ 45,195
BASTROP COUNTY	\$ 45,800	0.98	\$ 44,773
BAYLOR COUNTY		1.27	\$ 48,254
BEE COUNTY	\$ 40,407	1.21	\$ 48,892
BELL COUNTY	\$ 42,628	1.06	\$ 44,987
BEXAR COUNTY	\$ 46,213	1.04	\$ 47,978
BLANCO COUNTY	\$ 45,285	1.28	\$ 57,871
BORDEN COUNTY	\$ 50,094	1.21	\$ 60,374
BOSQUE COUNTY	\$ 37,343	1.12	\$ 41,888
BOWIE COUNTY	\$ 41,466	1.14	\$ 47,244
BRAZORIA COUNTY	\$ 47,719	0.91	\$ 43,249
BRAZOS COUNTY	\$ 47,518	1.07	\$ 50,848
BREWSTER COUNTY	\$ 54,023	1.30	\$ 70,420
BRISCOE COUNTY	\$ 38,541	1.19	\$ 45,743
BROOKS COUNTY	\$ 41,848	1.19	\$ 49,931
BROWN COUNTY	\$ 41,864	1.28	\$ 53,499
BURLESON COUNTY	\$ 40,937	1.07	\$ 43,806
BURNET COUNTY	\$ 43,849	1.28	\$ 56,036
CALDWELL COUNTY	\$ 43,773	0.98	\$ 42,791
CALHOUN COUNTY	\$ 43,166	1.02	\$ 44,134
CALLAHAN COUNTY	\$ 45,809	1.23	\$ 56,502
CAMERON COUNTY	\$ 44,559	1.11	\$ 49,468
CAMP COUNTY	\$ 41,740	1.13	\$ 47,370
CARSON COUNTY	\$ 39,535	1.12	\$ 44,288
CASS COUNTY	\$ 36,397	1.14	\$ 41,468
CASTRO COUNTY	\$ 39,005	1.19	\$ 46,294
CHAMBERS COUNTY	\$ 49,102	0.91	\$ 44,503
CHEROKEE COUNTY	\$ 40,195	1.23	\$ 49,416
CHILDRESS COUNTY	\$ 40,646	1.19	\$ 48,241
CLAY COUNTY	\$ 38,465	1.20	\$ 46,122
COCHRAN COUNTY		1.31	\$ 55,025
COKE COUNTY	\$ 40,042	1.22	\$ 48,825
COLEMAN COUNTY	\$ 38,354	1.28	\$ 49,013
COLLIN COUNTY	\$ 47,341	0.92	\$ 43,540
COLLINGSWORTH COUNTY	\$ 41,617	1.19	\$ 49,394

County Name	Teacher Salary at 10 Years Experience	CWI	CWI Adjusted Salary
COLORADO COUNTY	\$ 45,259	1.08	\$ 48,739
COMAL COUNTY	\$ 47,301	1.04	\$ 49,108
COMANCHE COUNTY	\$ 40,405	1.12	\$ 45,324
CONCHO COUNTY	\$ 38,003	1.21	\$ 45,802
COOKE COUNTY	\$ 51,244	1.11	\$ 56,886
CORYELL COUNTY	\$ 41,803	1.06	\$ 44,116
COTTLE COUNTY	\$ 39,915	1.27	\$ 50,567
CRANE COUNTY	\$ 49,406	1.27	\$ 62,592
CROCKETT COUNTY		1.21	\$ 53,609
CROSBY COUNTY	\$ 40,902	1.17	\$ 47,881
CULBERSON COUNTY	\$ 39,952	1.30	\$ 52,078
DALLAM COUNTY	\$ 42,282	1.19	\$ 50,183
DALLAS COUNTY	\$ 48,811	0.92	\$ 44,892
DAWSON COUNTY	\$ 31,755	1.21	\$ 38,272
DEAF SMITH COUNTY	\$ 42,393	1.19	\$ 50,315
DELTA COUNTY	\$ 39,441	0.92	\$ 36,285
DENTON COUNTY	\$ 48,227	0.92	\$ 44,355
DEWITT COUNTY	\$ 40,890	1.12	\$ 45,600
DICKENS COUNTY	\$ 37,040	1.31	\$ 48,404
DIMMIT COUNTY	\$ 43,643	1.24	\$ 54,275
DONLEY COUNTY	\$ 39,365	1.19	\$ 46,720
DUVAL COUNTY	\$ 47,160	1.21	\$ 57,063
EASTLAND COUNTY	\$ 39,419	1.12	\$ 44,217
ECTOR COUNTY	\$ 47,798	1.09	\$ 52,019
EDWARDS COUNTY	\$ 40,499	1.24	\$ 50,364
EL PASO COUNTY	\$ 47,940	1.14	\$ 54,489
ELLIS COUNTY	\$ 42,966	0.92	\$ 39,516
ERATH COUNTY	\$ 38,924	1.12	\$ 43,662
FALLS COUNTY	\$ 40,587	1.17	\$ 47,327
FANNIN COUNTY	\$ 40,829	1.14	\$ 46,533
FAYETTE COUNTY	\$ 38,388	1.14	\$ 43,720
FISHER COUNTY	\$ 40,608	1.25	\$ 50,850
FLOYD COUNTY	\$ 39,211	1.31	\$ 51,241
FOARD COUNTY		1.27	\$ 48,034
FORT BEND COUNTY	\$ 49,299	0.91	\$ 44,681
FRANKLIN COUNTY	\$ 42,200	1.17	\$ 49,578
FREESTONE COUNTY	\$ 43,383	1.17	\$ 50,587
FRIO COUNTY	\$ 43,027	1.22	\$ 52,540
GAINES COUNTY	\$ 49,469	1.30	\$ 64,483
GALVESTON COUNTY	\$ 45,841	0.91	\$ 41,547
GARZA COUNTY	\$ 39,283	1.31	\$ 51,335
GILLESPIE COUNTY	\$ 43,333	1.22	\$ 52,914
GLASSCOCK COUNTY	\$ 44,461	1.21	\$ 53,586
GOLIAD COUNTY	\$ 41,011	1.12	\$ 45,735
GONZALES COUNTY	\$ 43,101	1.12	\$ 48,065
GRAY COUNTY	\$ 54,078	1.19	\$ 64,183
GRAYSON COUNTY	\$ 42,126	1.11	\$ 46,763
GREGG COUNTY	\$ 41,274	1.05	\$ 43,287
GRIMES COUNTY	\$ 42,994	1.14	\$ 49,051

County Name	Teacher Salary at 10 Years Experience	CWI	CWI Adjusted Salary
GUADALUPE COUNTY	\$ 45,095	1.04	\$ 46,817
HALE COUNTY	\$ 40,642	1.31	\$ 53,111
HALL COUNTY	\$ 38,744	1.19	\$ 45,983
HAMILTON COUNTY	\$ 39,637	1.28	\$ 50,653
HANSFORD COUNTY	\$ 45,128	1.19	\$ 53,560
HARDEMAN COUNTY	\$ 42,282	1.27	\$ 53,566
HARDIN COUNTY	\$ 42,915	1.00	\$ 42,885
HARRIS COUNTY	\$ 47,324	0.91	\$ 42,892
HARRISON COUNTY	\$ 42,104	1.05	\$ 44,157
HARTLEY COUNTY	\$ 40,540	1.19	\$ 48,115
HASKELL COUNTY	\$ 39,418	1.25	\$ 49,361
HAYS COUNTY	\$ 41,562	0.98	\$ 40,630
HEMPHILL COUNTY	\$ 44,501	1.19	\$ 52,816
HENDERSON COUNTY	\$ 42,873	1.22	\$ 52,358
HIDALGO COUNTY	\$ 46,715	1.06	\$ 49,641
HILL COUNTY	\$ 40,995	1.17	\$ 47,803
HOCKLEY COUNTY	\$ 41,743	1.31	\$ 54,550
HOOD COUNTY	\$ 42,923	1.12	\$ 48,148
HOPKINS COUNTY	\$ 39,733	1.17	\$ 46,679
HOUSTON COUNTY	\$ 39,125	1.20	\$ 47,037
HOWARD COUNTY	\$ 43,220	1.21	\$ 52,089
HUDSPETH COUNTY		1.30	\$ 62,315
HUNT COUNTY	\$ 41,363	0.92	\$ 38,042
HUTCHINSON COUNTY	\$ 43,004	1.19	\$ 51,040
IRION COUNTY		1.21	\$ 50,834
JACK COUNTY	\$ 45,983	1.27	\$ 58,255
JACKSON COUNTY	\$ 53,520	1.02	\$ 54,721
JASPER COUNTY	\$ 40,465	1.14	\$ 46,311
JEFF DAVIS COUNTY	\$ 40,765	1.30	\$ 53,138
JEFFERSON COUNTY	\$ 43,459	1.00	\$ 43,429
JIM HOGG COUNTY	\$ 44,047	1.19	\$ 52,554
JIM WELLS COUNTY	\$ 37,270	1.21	\$ 45,097
JOHNSON COUNTY	\$ 46,399	0.97	\$ 45,125
JONES COUNTY	\$ 37,430	1.23	\$ 46,166
KARNES COUNTY	\$ 46,468	1.12	\$ 51,821
KAUFMAN COUNTY	\$ 44,361	0.92	\$ 40,799
KENDALL COUNTY	\$ 45,110	1.04	\$ 46,833
KENEDY COUNTY		1.19	\$ 62,493
KENT COUNTY	\$ 47,085	1.25	\$ 58,962
KERR COUNTY	\$ 35,491	1.22	\$ 43,337
KIMBLE COUNTY	\$ 40,662	1.21	\$ 49,007
KING COUNTY	\$ 66,242	1.31	\$ 86,565
KINNEY COUNTY	\$ 56,217	1.24	\$ 69,911
KLEBERG COUNTY	\$ 43,209	1.19	\$ 51,555
KNOX COUNTY	\$ 40,008	1.27	\$ 50,685
LA SALLE COUNTY	\$ 43,935	1.24	\$ 54,638
LAMAR COUNTY	\$ 38,913	1.17	\$ 45,717
LAMB COUNTY	\$ 40,944	1.31	\$ 53,505
LAMPASAS COUNTY	\$ 38,851	1.06	\$ 41,001

County Name	Teacher Salary at 10 Years Experience	CWI	CWI Adjusted Salary
LAVACA COUNTY	\$ 39,619	1.08	\$ 42,665
LEE COUNTY	\$ 40,790	1.14	\$ 46,455
LEON COUNTY	\$ 44,114	1.14	\$ 50,329
LIBERTY COUNTY	\$ 44,820	0.91	\$ 40,622
LIMESTONE COUNTY	\$ 44,538	1.17	\$ 51,933
LIPSCOMB COUNTY	\$ 41,748	1.19	\$ 49,549
LIVE OAK COUNTY	\$ 49,999	1.21	\$ 60,499
LLANO COUNTY	\$ 42,597	1.28	\$ 54,436
LUBBOCK COUNTY	\$ 36,694	1.17	\$ 42,955
LYNN COUNTY	\$ 38,543	1.31	\$ 50,367
MADISON COUNTY	\$ 45,135	1.14	\$ 51,495
MARION COUNTY	\$ 41,534	1.13	\$ 47,137
MARTIN COUNTY	\$ 45,960	1.21	\$ 55,392
MASON COUNTY		1.21	\$ 46,110
MATAGORDA COUNTY	\$ 47,680	1.08	\$ 51,347
MAVERICK COUNTY	\$ 47,620	1.24	\$ 59,221
MCCULLOCH COUNTY	\$ 41,825	1.21	\$ 50,409
MCLENNAN COUNTY	\$ 41,855	1.16	\$ 48,559
MCMULLEN COUNTY		1.21	\$ 67,350
MEDINA COUNTY	\$ 44,018	1.04	\$ 45,699
MENARD COUNTY	\$ 45,206	1.21	\$ 54,483
MIDLAND COUNTY	\$ 45,758	1.03	\$ 46,948
MILAM COUNTY	\$ 43,755	1.14	\$ 49,832
MILLS COUNTY	\$ 40,345	1.28	\$ 51,557
MITCHELL COUNTY	\$ 49,356	1.25	\$ 61,805
MONTAGUE COUNTY	\$ 41,442	1.27	\$ 52,502
MONTGOMERY COUNTY	\$ 47,465	0.91	\$ 43,019
MOORE COUNTY	\$ 48,728	1.19	\$ 57,834
MORRIS COUNTY	\$ 50,794	1.17	\$ 59,674
MOTLEY COUNTY	\$ 38,014	1.31	\$ 49,677
NACOGDOCHES COUNTY	\$ 41,671	1.12	\$ 46,742
NAVARRO COUNTY	\$ 42,288	1.17	\$ 49,310
NEWTON COUNTY	\$ 39,616	1.14	\$ 45,339
NOLAN COUNTY	\$ 40,874	1.25	\$ 51,184
NUECES COUNTY	\$ 42,083	1.11	\$ 46,775
OCHILTREE COUNTY	\$ 40,320	1.19	\$ 47,854
OLDHAM COUNTY	\$ 44,304	1.19	\$ 52,582
ORANGE COUNTY	\$ 42,119	1.00	\$ 42,090
PALO PINTO COUNTY	\$ 41,112	1.25	\$ 51,482
PANOLA COUNTY	\$ 42,854	1.23	\$ 52,686
PARKER COUNTY	\$ 43,391	0.97	\$ 42,200
PARMER COUNTY	\$ 39,886	1.19	\$ 47,339
PECOS COUNTY	\$ 44,993	1.30	\$ 58,648
POLK COUNTY	\$ 43,666	1.20	\$ 52,495
POTTER COUNTY	\$ 41,648	1.12	\$ 46,655
PRESIDIO COUNTY	\$ 42,548	1.30	\$ 55,462
RAINS COUNTY		1.13	\$ 44,045
RANDALL COUNTY	\$ 45,714	1.12	\$ 51,210
REAGAN COUNTY	\$ 45,062	1.21	\$ 54,310

County Name	Teacher Salary at 10 Years Experience	CWI	CWI Adjusted Salary
REAL COUNTY	\$ 48,544	1.24	\$ 60,370
RED RIVER COUNTY	\$ 39,336	1.17	\$ 46,213
REEVES COUNTY	\$ 44,590	1.30	\$ 58,124
REFUGIO COUNTY	\$ 42,043	1.21	\$ 50,872
ROBERTS COUNTY	\$ 42,840	1.19	\$ 50,845
ROBERTSON COUNTY	\$ 42,822	1.07	\$ 45,824
ROCKWALL COUNTY	\$ 46,432	0.92	\$ 42,704
RUNNELS COUNTY	\$ 41,729	1.21	\$ 50,293
RUSK COUNTY	\$ 44,960	1.23	\$ 55,274
SABINE COUNTY	\$ 40,101	1.14	\$ 45,894
SAN AUGUSTINE COUNTY	\$ 44,051	1.14	\$ 50,415
SAN JACINTO COUNTY	\$ 40,723	0.91	\$ 36,908
SAN PATRICIO COUNTY	\$ 46,966	1.11	\$ 52,202
SAN SABA COUNTY	\$ 41,550	1.28	\$ 53,098
SCHLEICHER COUNTY		1.21	\$ 49,888
SCURRY COUNTY	\$ 45,580	1.25	\$ 57,077
SHACKELFORD COUNTY	\$ 43,963	1.25	\$ 55,052
SHELBY COUNTY	\$ 43,740	1.14	\$ 50,058
SHERMAN COUNTY	\$ 41,888	1.19	\$ 49,715
SMITH COUNTY	\$ 42,066	1.04	\$ 43,577
SOMERVELL COUNTY	\$ 46,188	1.12	\$ 51,811
STARR COUNTY	\$ 46,917	1.19	\$ 55,978
STEPHENS COUNTY	\$ 39,730	1.25	\$ 49,752
STERLING COUNTY	\$ 42,280	1.21	\$ 50,957
STONEWALL COUNTY		1.25	\$ 43,331
SUTTON COUNTY	\$ 42,865	1.21	\$ 51,662
SWISHER COUNTY	\$ 40,922	1.19	\$ 48,569
TARRANT COUNTY	\$ 50,272	0.97	\$ 48,892
TAYLOR COUNTY	\$ 40,827	1.23	\$ 50,357
TERRELL COUNTY		1.30	\$ 65,416
TERRY COUNTY	\$ 42,638	1.31	\$ 55,720
THROCKMORTON COUNTY	\$ 39,541	1.25	\$ 49,515
TITUS COUNTY	\$ 41,301	1.17	\$ 48,521
TOM GREEN COUNTY	\$ 40,414	1.22	\$ 49,279
TRAVIS COUNTY	\$ 48,559	0.98	\$ 47,470
TRINITY COUNTY	\$ 41,619	1.20	\$ 50,035
TYLER COUNTY	\$ 42,133	1.14	\$ 48,220
UPSHUR COUNTY	\$ 39,874	1.13	\$ 45,253
UPTON COUNTY	\$ 46,165	1.21	\$ 55,639
UVALDE COUNTY	\$ 40,725	1.24	\$ 50,647
VAL VERDE COUNTY	\$ 43,515	1.24	\$ 54,116
VAN ZANDT COUNTY	\$ 41,809	1.13	\$ 47,449
VICTORIA COUNTY	\$ 42,734	1.02	\$ 43,693
WALKER COUNTY	\$ 42,713	1.20	\$ 51,350
WALLER COUNTY	\$ 46,515	0.91	\$ 42,158
WARD COUNTY	\$ 44,895	1.30	\$ 58,521
WASHINGTON COUNTY	\$ 42,576	1.14	\$ 48,575
WEBB COUNTY	\$ 47,177	1.17	\$ 55,187
WHARTON COUNTY	\$ 44,848	1.08	\$ 48,296

County Name	Teacher Salary at 10 Years Experience	CWI	CWI Adjusted Salary
WHEELER COUNTY	\$ 43,822	1.19	\$ 52,011
WICHITA COUNTY	\$ 35,927	1.20	\$ 43,079
WILBARGER COUNTY	\$ 40,390	1.27	\$ 51,169
WILLACY COUNTY	\$ 43,191	1.19	\$ 51,533
WILLIAMSON COUNTY	\$ 43,886	0.98	\$ 42,902
WILSON COUNTY	\$ 45,799	1.04	\$ 47,548
WINKLER COUNTY		1.30	\$ 61,774
WISE COUNTY	\$ 45,907	0.97	\$ 44,647
WOOD COUNTY	\$ 40,577	1.13	\$ 46,051
YOAKUM COUNTY	\$ 47,107	1.31	\$ 61,559
YOUNG COUNTY	\$ 43,291	1.27	\$ 54,844
ZAPATA COUNTY	\$ 45,662	1.19	\$ 54,481
ZAVALA COUNTY	\$ 44,002	1.24	\$ 54,721
ALL COUNTIES	\$ 43,714		\$ 49,975

Note: For counties with no districts that reported a salary for teachers with 10 years of experience, the nearest two adjacent salaries were averaged and imputed for the calculation. In Baylor County, for example, the reported CWI adjusted salary is the average of the \$31,534 salary at 5 years experience and the \$44,644 salary at 15 years experience and multiplied by the CWI.

$$((31,534 + \$44,644)/2)*1.26688 = \$48,373$$

Appendix D

2012-2013 Minimum Salary Schedule^{xi}

Years of Experience Credited	Monthly Salary	Annual Salary (10 month contract)
0	2,732	27,320
1	2,791	27,910
2	2,849	28,490
3	2,908	29,080
4	3,032	30,320
5	3,156	31,560
6	3,280	32,800
7	3,395	33,950
8	3,504	35,040
9	3,607	36,070
10	3,704	37,040
11	3,796	37,960
12	3,884	38,840
13	3,965	39,650
14	4,043	40,430
15	4,116	41,160
16	4,186	41,860
17	4,251	42,510
18	4,313	43,130
19	4,372	43,720
20 & Over	4,427	44,270

References

ⁱ <http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2007397>

ⁱⁱ http://tea.texas.gov/Texas_Educators/Salary_and_Service_Record/Minimum_Salary_Schedule/2013-2014_Minimum_Salary_Schedule/

ⁱⁱⁱ This number is almost certainly wrong since it is below the minimum salary required for a 10-month contract (see http://tea.texas.gov/Texas_Educators/Salary_and_Service_Record/Minimum_Salary_Schedule/2012-2013_Minimum_Salary_Schedule/). It does accurately reflect the data that TEA has on 0-year teachers in Sherman County. TEA was not able to check the salary figures for every school district in Texas in completing this report.

^{iv} For more information on the OES surveys go to <http://www.tracer2.com/?PAGEID=67&SUBID=125>.

^v <http://www.pharmacy.texas.gov/consumer/broch5.asp>

^{vi} The CWI was developed by Dr. Lori L. Taylor at the Bush School of Government and Public Service, Texas A&M University and William J. Fowler, Jr. at NCES. For more information on the Comparable Wage Index, visit <http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2007397>.

^{vii} Taylor, L. L., Glander, M., and Fowler, W. J. (2007). *Documentation for the NCES Comparable Wage Index Data File, 2005* (EFSC 2007-397). National Center for Education Statistics, Institute of Education Sciences, U.S. Department of Education. Washington, DC.

^{viii} TEA appreciates the responsiveness of Greg Shotwell of the Texas Comptroller of Public Accounts in providing normalized CWI data for this study.

^{ix} <http://www.fastexas.org/results/>

^x Ibid.

^{xi} http://tea.texas.gov/Texas_Educators/Salary_and_Service_Record/Minimum_Salary_Schedule/2013-2014_Minimum_Salary_Schedule/