



Teacher Compensation Trends

Texas Commission on Public School Finance

TEXAS EDUCATION AGENCY

FEBRUARY 22, 2018

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

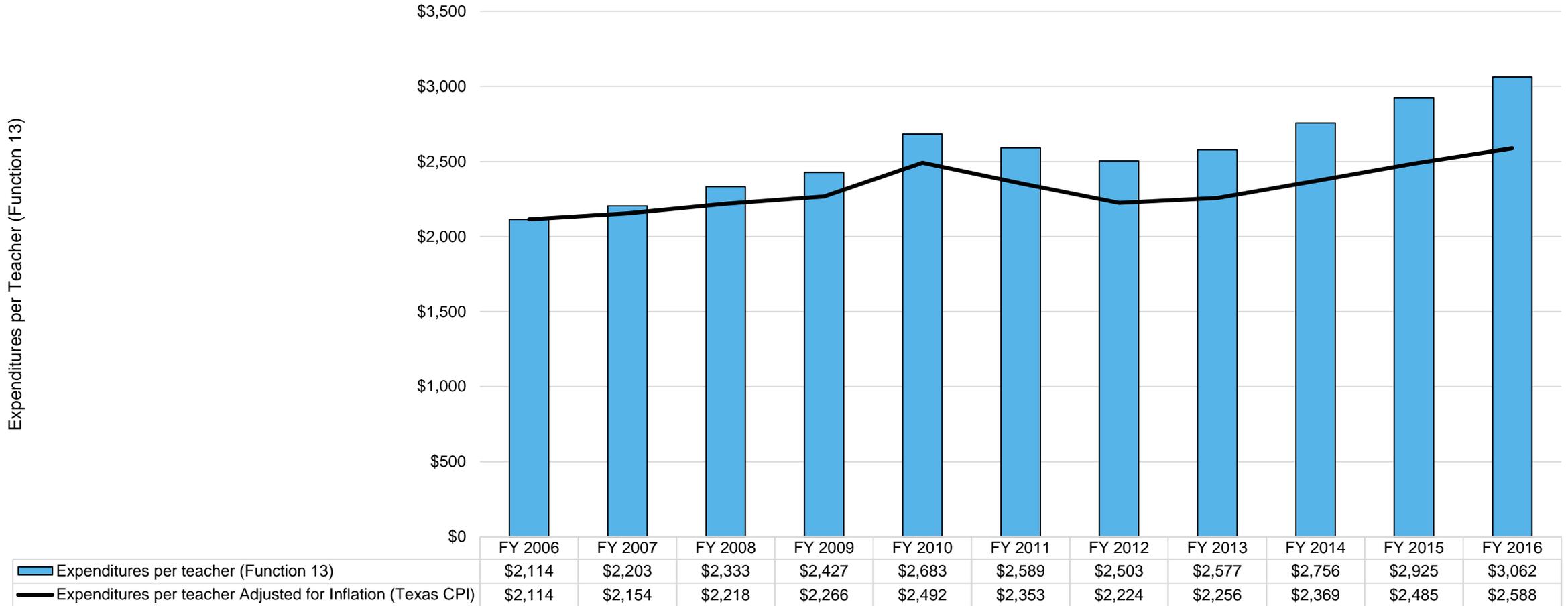
*Breakdown next slide

2015-16 Breakdown of Teacher, Teacher Assistant, Substitute Salaries/Wages & Teacher & Related Payroll Taxes, Retirement, Health & Employee Insurance

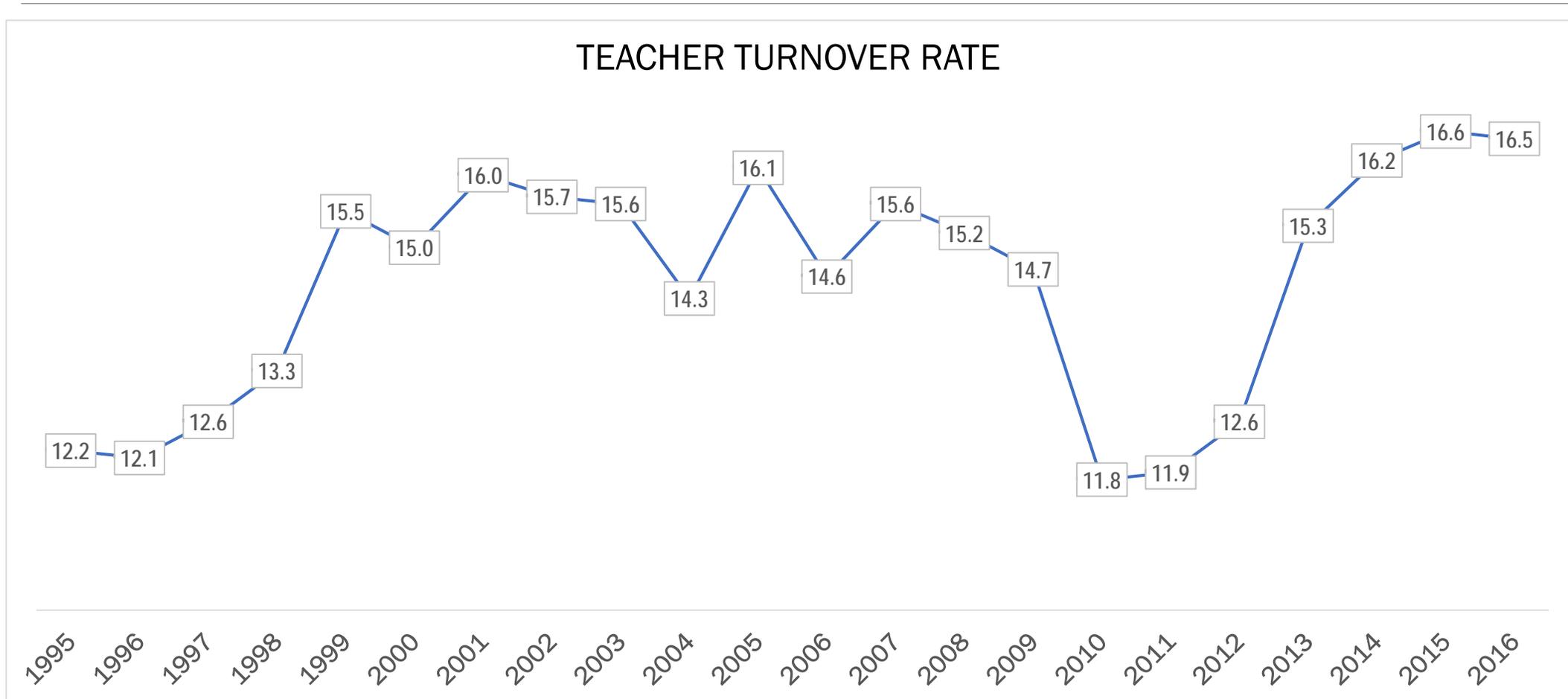
Salaries Or Wages Teachers & Other Professional Personnel	\$19,433,624,299
Salaries Or Wages For Support Personnel	\$1,486,406,646
Salaries Or Wages For Substitute Teachers /Other Professionals	\$440,824,081
Extra Duty Pay / Overtime - Support Personnel	\$33,714,301
Salaries/Wages For Substitute Support Personnel	\$28,925,673
Total	\$21,423,495,000

Group Health & Life Insurance	\$1,360,532,311
Teacher Retirement/TRS Care – On-behalf Payments	\$1,208,550,846
Teacher Retirement/Trs Care	\$709,854,969
Social Security/Medicare	\$339,450,691
Workers’ Compensation	\$90,999,432
Employee Benefits	\$66,825,486
Unemployment Compensation	\$19,816,941
Total	\$3,796,030,676

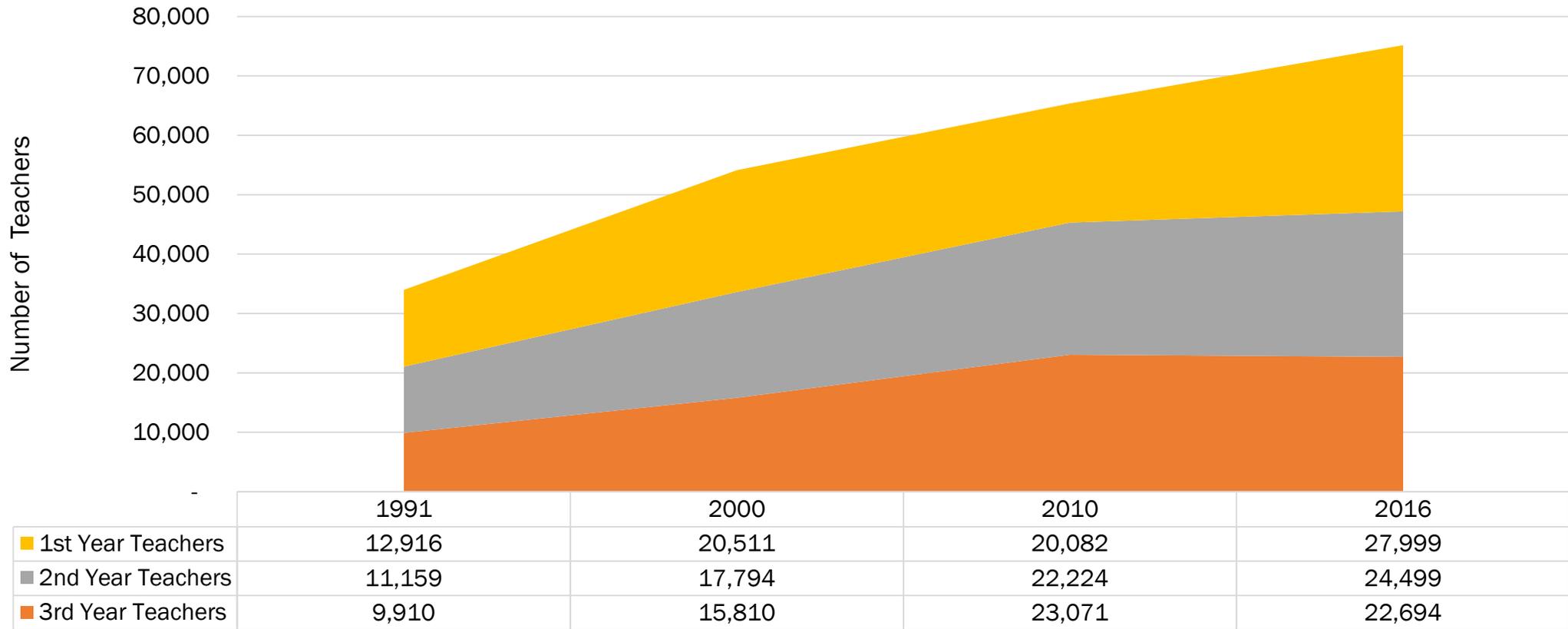
Curriculum Development & Instructional Staff Development (Function 13) expenditures per teacher trend



The Teacher Turnover Rate



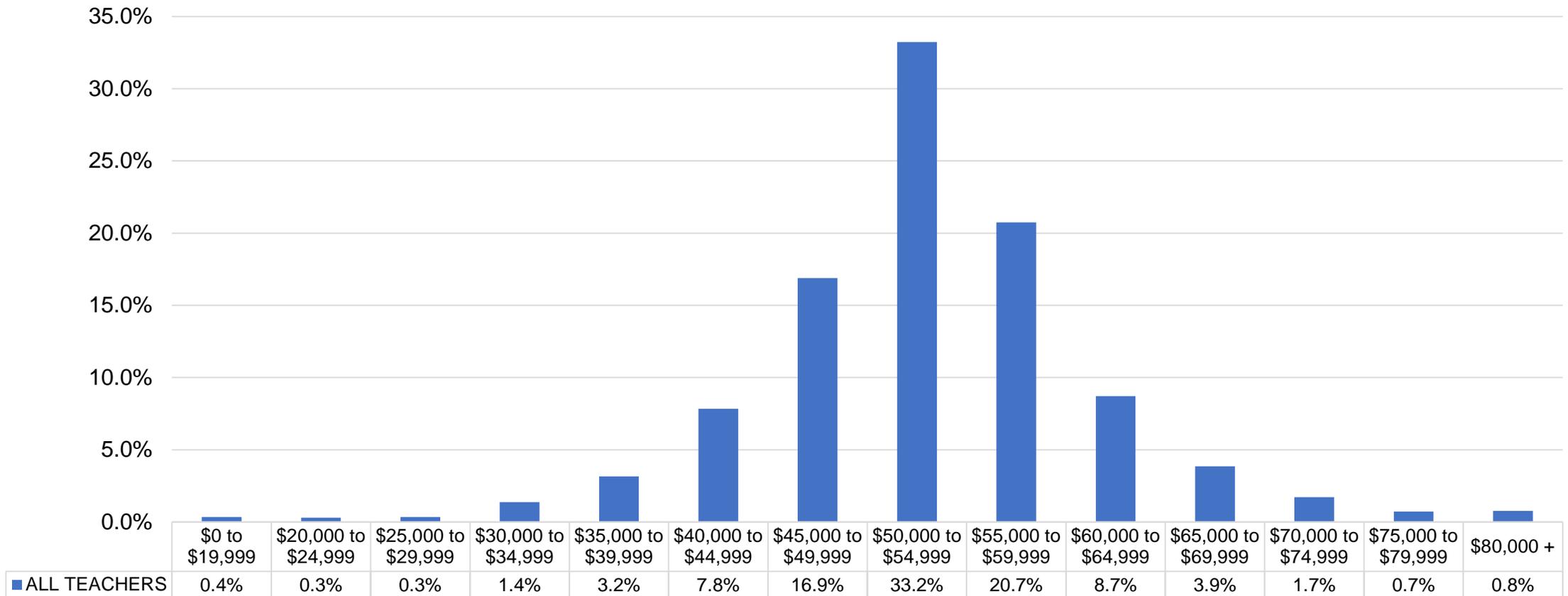
In the span of 25 years, the percentage of teachers with more than three years of experience has dropped by 5.1% from 83.5% in 1991 to 78.4% in 2016)



*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.**

Teacher Salary Distribution for the 2015-2016 School Year – ALL TEACHERS

Percentage of Teachers in Each Salary Bracket



Trends in Student to Teacher & Student to Staff Ratios

