



# The Lost Decade

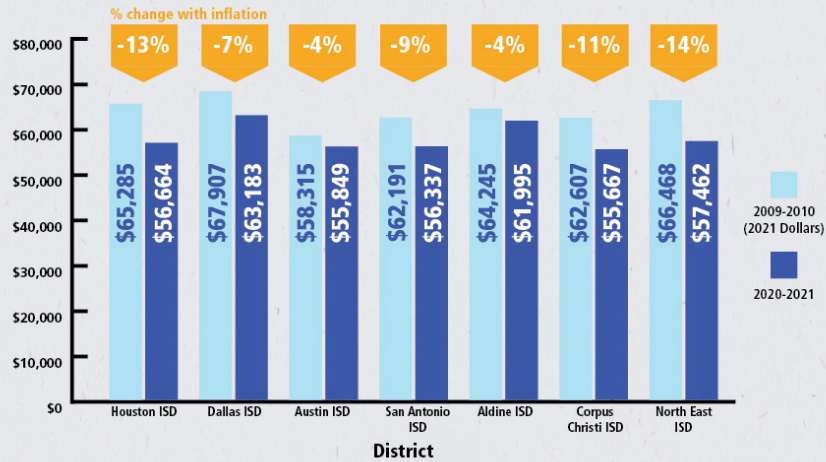
Texas schools are underfunded & facing devastating staffing shortages

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Salaries of Texas public school teachers have fallen over the past 11 years when adjusted for inflation.

Since the 2009-2010 school year, wages have declined by roughly 4% on average. Teachers in some school districts have experienced drastically larger declines, including North East ISD (14%), Houston ISD (13%), and Corpus Christi ISD (11%).

## Average Teacher Salary 2009-10 and 2020-21



Source: Texas Academic Performance Reports & Bureau of Labor Statistics Consumer Price Index Data

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Salaries for Texas teachers lag their peers nationwide. Public school teachers in Texas make an average of \$7,449 less than the national

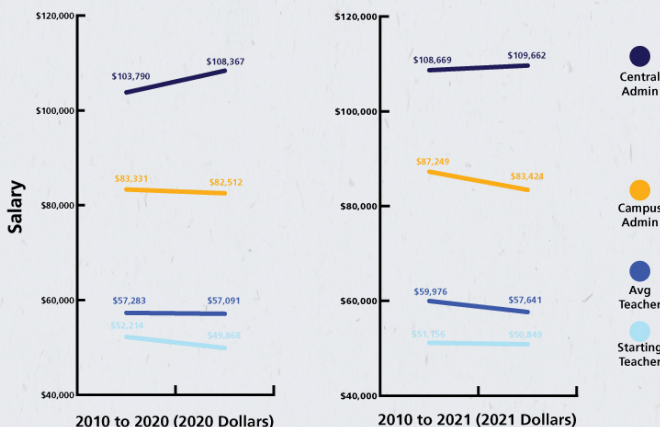
average teacher salary. Even when teacher wages are indexed to cost of living, Texas ranks 29th out of the 50 states and Washington, D.C.

**“Each and every pay period, I receive \$610. That is barely enough to cover all my household expenses. I’m also a caregiver for my elderly parents.”**

— Tasha Wilson, paraprofessional in Spring ISD

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## Change in Texas Education Salaries



Salaries for school support staff in Texas have seen modest gains, but many roles remain close to poverty-level wages. Paraprofessional staff (including educational aides and interpreters) and auxiliary staff (including custodians, food service workers, bus drivers, and many others) have seen modest gains in average base pay over the past 10 years, but the average base pay for these two categories is less than half that of professional staff (including teachers, counselors, and school administrators).

### Texas workforce makeup:

Teaching Staff	49.47%
Auxiliary staff	25.03%
Support staff	10.68%
Paraprofessional staff	10.65%
Administrative staff	4.17%

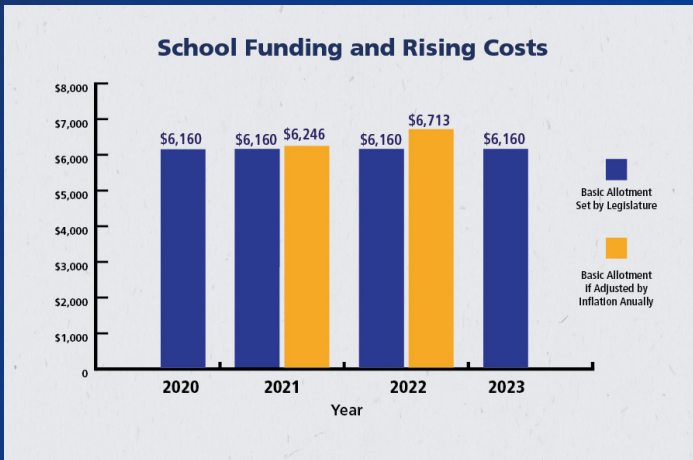
### Average base pay:

Teaching Staff	\$57,641
Auxiliary staff	\$28,727
Support staff	\$67,962
Paraprofessional staff	\$22,221
Administrative staff	\$90,731

Source: Texas Academic Performance Reports & Bureau of Labor Statistics Consumer Price Index Data

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Understanding how we got here — and how we can resolve the situation — requires looking at how our schools are funded. The Texas Legislature’s last major school finance bill was 2019’s House Bill 3. While that bill was touted as a win for schools and teachers, upon reflection, it has done more to cut taxes for corporations than to fund schools and raise school employee pay.



Source: Texas Education Agency & Bureau of Labor Statistics Consumer Price Index Data

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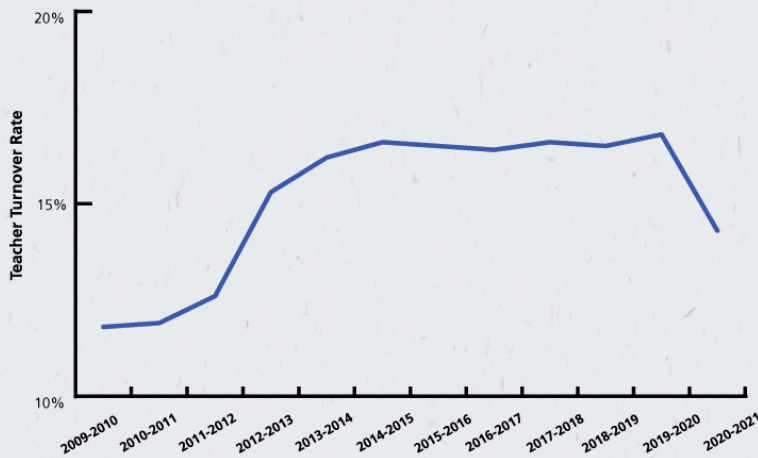
Stagnant, low pay is a leading reason teachers and school staff are considering leaving their jobs in education.

Thirty-four percent of Texas AFT members surveyed in November 2021 named salaries as their top workplace concern. In that same survey, **66% of school employees said they had considered leaving their jobs in the past year.**



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### Teacher Turnover Rate in Texas



Pay stagnation and high turnover, however, are not just pandemic problems. Teacher turnover has been generally increasing over the past 11 years; the additional stress of the pandemic and a highly politicized environment have exacerbated an existing problem. The turnover rate decreased slightly during economic uncertainty at the start of the pandemic, but the rate remains significantly higher than a decade ago.

Source: Texas Academic Performance Reports

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Ultimately, these issues affect all Texas students. Not only have teacher wages stagnated in the wake of HB 3’s passage, so too has the basic allotment – the base level of funding for public schools. Texas ranks **45th in the nation in terms of per-pupil funding.** That means fewer resources for students’ classrooms and academic or extracurricular programs, on top of higher turnover among their teachers and support staff.

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