

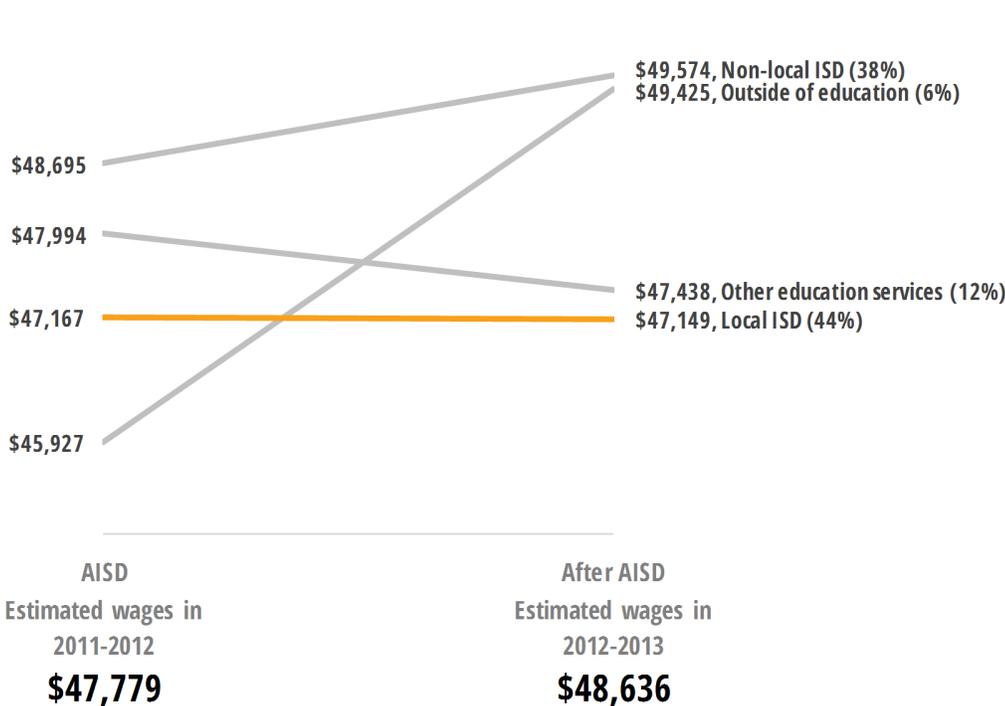
# Sustaining a System for High-Quality Teachers

## Report 2: Market Opportunities and Typical Wages for Austin Independent School District Teachers and Leavers

This report includes two studies that describe the local context for teacher employment decisions. The first examines the local labor market, and the second examines employment for teachers who left Austin Independent School District (AISD).

Study 1 found Austin professional occupations with bachelor's degree requirements grossed about \$13k more than an AISD teacher with 10 years of experience. However, AISD earnings exceeded local estimates for education occupations. Study 2 showed more than half of teacher leavers who were not eligible for retirement left the Texas workforce for the following school year. Teachers who left AISD for local school districts earned about the same take-home pay, while those who left for non-local school districts earned more (Figure 1).

**Figure 1**  
**Nearly half of AISD teachers who left after 2011–2012 and were employed in 2012–2013 went to another local school district and earned the same take home pay, on average.**  
Only 6% of teacher leavers who were employed elsewhere after AISD left the field of education.



*Source.* Texas Workforce Commission wage data  
*Note.* AISD wages in this figure reflect take home wages after the Social Security deduction. Wage data were limited to teacher leavers who were employed in AISD all four quarters of 2011-2012 with presumed full-time status all year. Data also were limited to teachers who were not eligible for retirement. Local school districts included Bastrop, Del Valle, Dripping Springs, Eanes, Hays Consolidated, Leander, Manor, Pflugerville, and Round Rock.

### Quick Facts

Of the **437 teachers** who left AISD after 2011–2012 for reasons other than retirement, **fewer than half were employed in Texas** the entire 2012–2013 school year.

Of the teachers who were employed in Texas for 2012–2013, **44%** went to **local school districts**.

	n of leavers
Round Rock	24
Pflugerville	18
Del Valle	11
Hays	10
Eanes	7
Leander	7
Bastrop	2
Manor	2

AISD is one of only **17 Texas school districts** that **participates in Social Security** for full-time employees.

About **half of AISD teachers** with 10 years experience in 2012–2013 **earned more than their scheduled salary** (\$5,500 more, on average).