

TEACHER SALARY COMPARISONS FAST DISTRICTS

2011-12 AISD TEACHER SALARY SCHEDULE RANK VS. FAST TEXAS SCHOOL DISTRICTS (1)

Rank	NO FICA
1	Fort Worth
2	Alief
3	Houston
4	Fort Bend
5	Lewisville
6	Northside (SA)
7	Arlington
8	Cypress-Fairbanks
9	Klein
10	Pasadena
11	Ysleta
12	Conroe
13	Brownsville
14	El Paso
15	Garland
16	Round Rock
17	San Antonio
18	Austin

Rank	WITH FICA
1	Fort Worth
2	Alief
3	Houston
4	Fort Bend
5	Lewisville
6	Northside (SA)
7	Arlington
8	Cypress-Fairbanks
9	San Antonio (2)
10	Klein
11	Pasadena
12	Ysleta
13	Conroe
14	Brownsville
15	Austin (2)
16	El Paso
17	Garland
18	Round Rock

- (1) FAST = Financial Allocation Study of Texas
 (2) 6.2% added to Austin and San Antonio for FICA.

The following FAST Districts do not have a traditional published teacher salary step system. Their teacher salary placements are handled in a different manner and are not published.

>> **Aldine, Northeast (SA), Plano.**

Cost to Reach the Top of This Comparison Group

Austin ISD vs. Texas FAST Districts - NO FICA Included

\$32 million	Estimated Cost With Benefits
9.5%	Estimated Percent Salary Increase

Austin ISD vs. Texas FAST Districts - WITH FICA Included

\$18 million	Estimated Cost With Benefits
5.4%	Estimated Percent Salary Increase

TEACHER SALARY COMPARISON URBAN DISTRICTS

Rank: Austin ISD vs. URBAN Texas Districts - NO FICA

Rank	2007-08	2008-09	2009-10	2010-11	2011-12
1	Dallas	Ft Worth	Ft Worth	Ft Worth	Ft Worth
2	Ft Worth	Houston	Dallas	Dallas	Dallas
3	Ft Bend	Ft Bend	Houston	Houston	Houston
4	Houston	Dallas	Ft Bend	Ft Bend	Ft Bend
5	Arlington	Northside	Northside	Northside	Northside
6	Northside	Arlington	Arlington	Arlington	Arlington
7	Cy-Fair	Cy-Fair	Cy-Fair	Cy-Fair	Cy-Fair
8	El Paso	El Paso	El Paso	El Paso	El Paso
9	San Antonio	Austin	San Antonio	San Antonio	San Antonio
10	Austin	San Antonio	Austin	Austin	Austin

Rank: Austin ISD vs. URBAN Texas Districts - WITH FICA

6.2% Added to Austin and San Antonio for FICA Costs

Rank	2007-08	2008-09	2009-10	2010-11	2011-12
1	Dallas	Ft Worth	Ft Worth	Ft Worth	Ft Worth
2	Ft Worth	Houston	Dallas	Dallas	Dallas
3	Ft Bend	Ft Bend	Houston	Houston	Houston
4	Houston	Dallas	Ft Bend	Ft Bend	Ft Bend
5	Arlington	Northside	Northside	Northside	Northside
6	Northside	Arlington	Arlington	Arlington	Arlington
7	San Antonio	Cy-Fair	San Antonio	Cy-Fair	Cy-Fair
8	Cy-Fair	Austin	Cy-Fair	San Antonio	San Antonio
9	Austin	El Paso	Austin	Austin	Austin
10	El Paso	San Antonio	El Paso	El Paso	El Paso

Cost to Reach the Top of This Comparison Group

Austin ISD vs. Texas Urban Districts - NO FICA Included

\$38 million	Estimated Cost With Benefits
11.3%	Estimated Percent Salary Increase

Austin ISD vs. Texas Urban Districts - WITH FICA Included

\$21 million	Estimated Cost With Benefits
6.3%	Estimated Percent Salary Increase

TEACHER SALARY COMPARISON LOCAL DISTRICTS

Rank: Austin ISD vs. LOCAL Texas Districts - NO FICA

Rank	2007-08	2008-09	2009-10	2010-11	2011-12
1	Leander	Eanes	Eanes	Leander	Leander
2	Lake Travis	Lake Travis	Lake Travis	Lake Travis	Lake Travis
3	Round Rock	Leander	Leander	Eanes	Eanes
4	Eanes	Round Rock	Manor	Round Rock	Manor
5	Pflugerville	Manor	Round Rock	Manor	Round Rock
6	Manor	Del Valle	Pflugerville	Georgetown	Pflugerville
7	Georgetown	Pflugerville	Georgetown	Pflugerville	Austin
8	Del Valle	Georgetown	Del Valle	Del Valle	Del Valle
9	Austin	Austin	Austin	Austin	Georgetown
10	Hays	Hays	Hays	Hays	Hays

Rank: Austin ISD vs. LOCAL Texas Districts - WITH FICA

6.2% Added to Austin and San Antonio for FICA Costs

Rank	2007-08	2008-09	2009-10	2010-11	2011-12
1	Austin	Eanes	Austin	Austin	Leander
2	Leander	Austin	Eanes	Leander	Austin
3	Lake Travis	Lake Travis	Lake Travis	Lake Travis	Lake Travis
4	Round Rock	Leander	Leander	Eanes	Eanes
5	Eanes	Round Rock	Manor	Round Rock	Manor
6	Pflugerville	Manor	Round Rock	Manor	Round Rock
7	Manor	Del Valle	Pflugerville	Georgetown	Pflugerville
8	Georgetown	Pflugerville	Georgetown	Pflugerville	Del Valle
9	Del Valle	Georgetown	Del Valle	Del Valle	Georgetown
10	Hays	Hays	Hays	Hays	Hays

Cost to Reach the Top of This Comparison Group

Austin ISD vs. Texas Local Districts - NO FICA Included

\$12 million	Estimated Cost With Benefits
3.6%	Estimated Percent Salary Increase

Austin ISD vs. Texas Local Districts - WITH FICA Included

N/A	Estimated Cost With Benefits
N/A	Estimated Percent Salary Increase

Austin ISD is currently at or near the top each year.