

California Teacher Pay: Decades of Falling Behind

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BOARD OF EDUCATION OF THE CITY OF LOS ANGELES
GOVERNING BOARD OF THE LOS ANGELES UNIFIED SCHOOL DISTRICT

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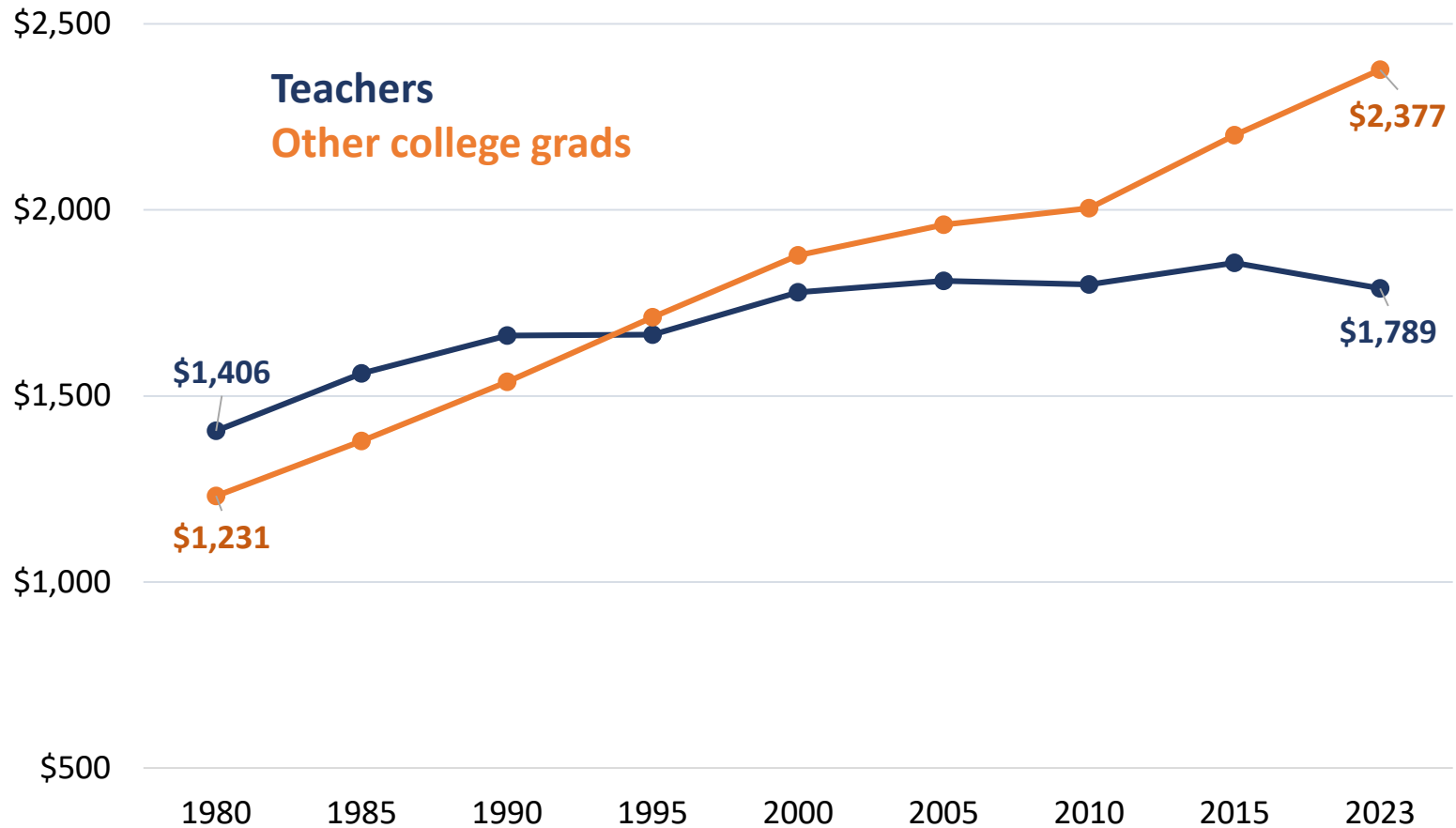


Data & Results

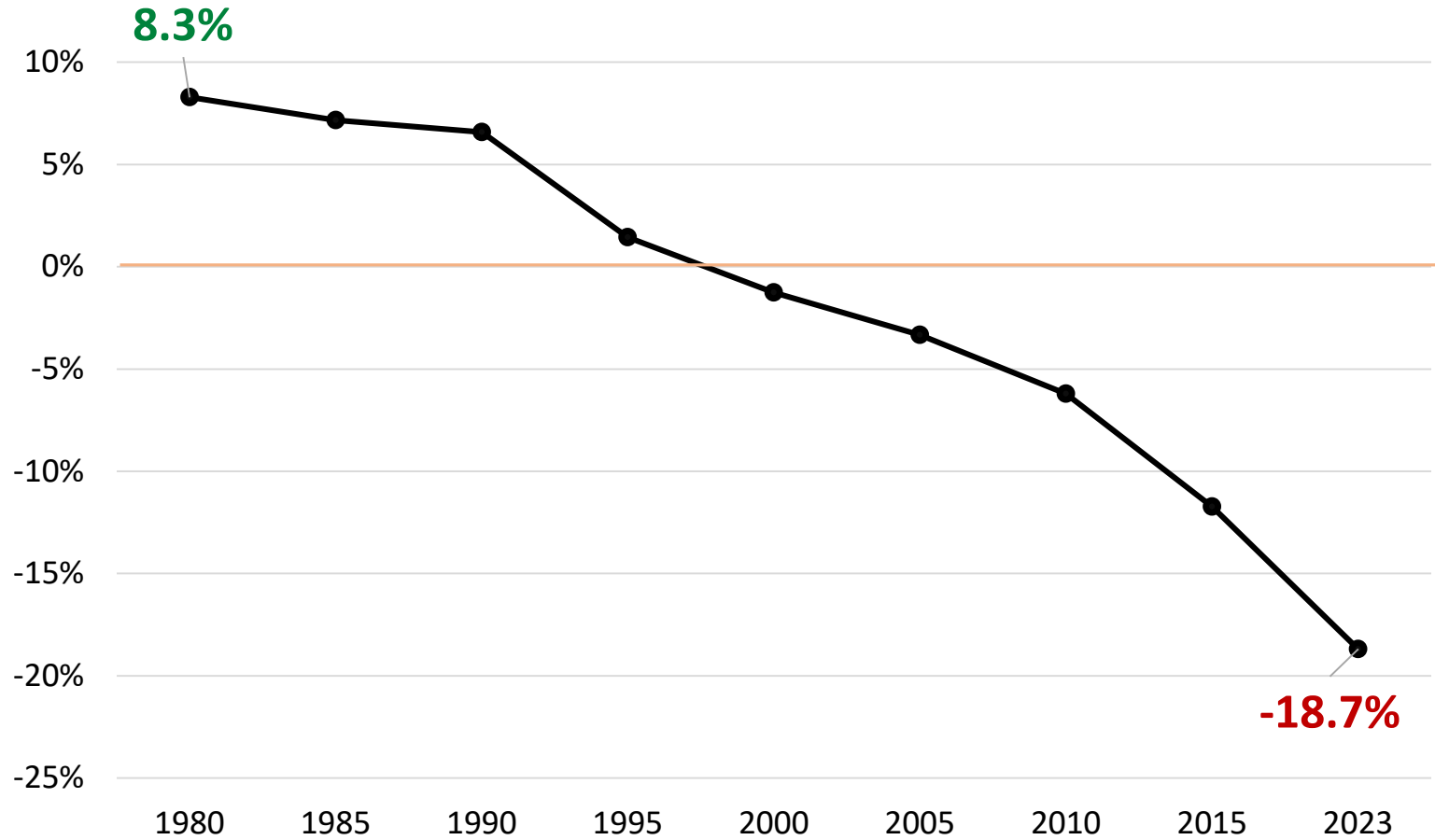
- Data
 - Current Population Survey
 - Each data point represents a 5-year average
- Sample
 - CA - Public school teachers (ele, middle, sec)
 - CA - Other college grads with at least a BA Degree
- Results
 - Average weekly wage (AWW) trends
 - 'Relative' pay gaps via regression analysis

Opportunity Costs Matter!

AWW - Women

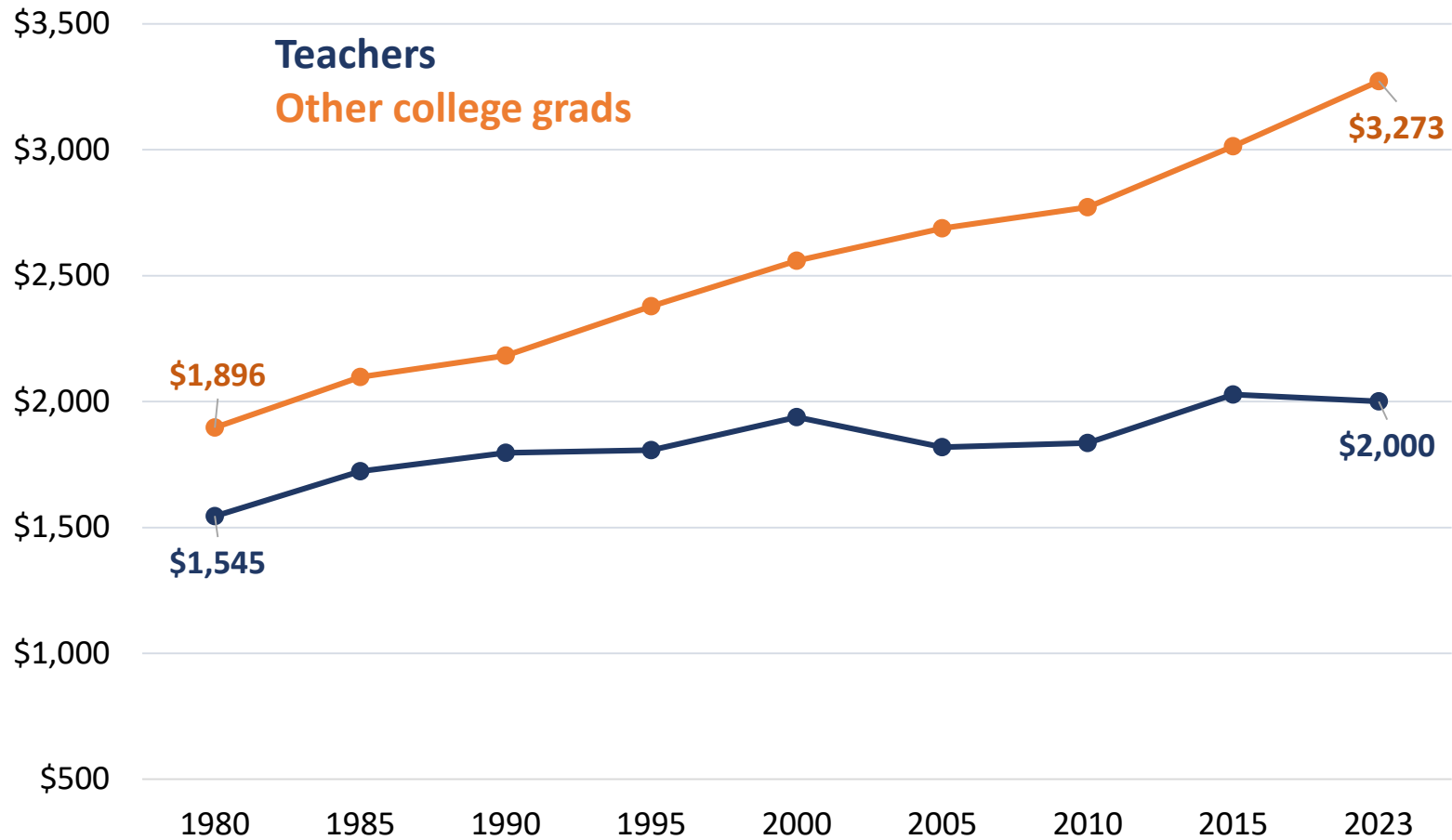


Wage Premiums Have Become a Growing Penalty for Female Teachers

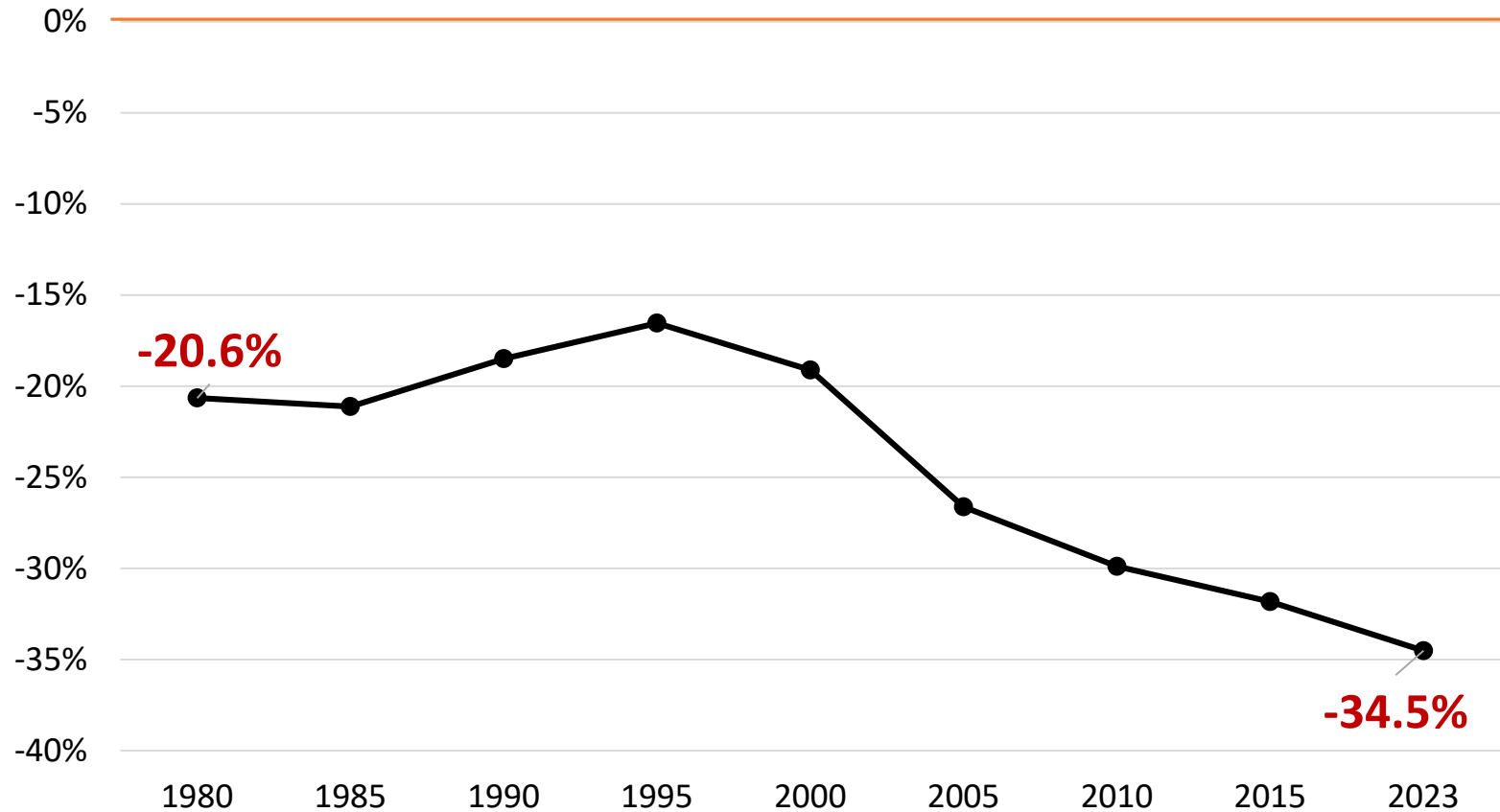


A Widening Wedge

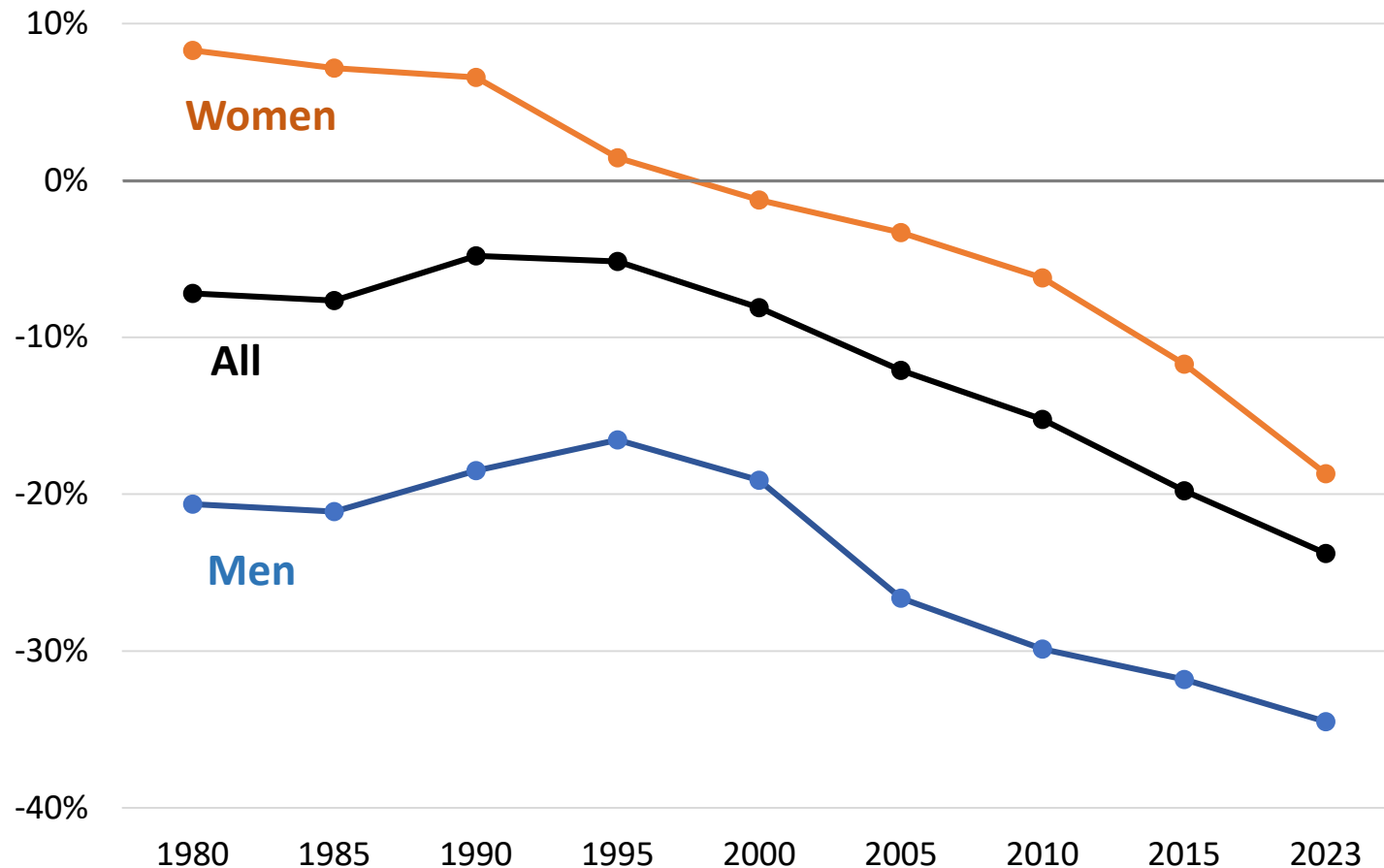
AWW - Men



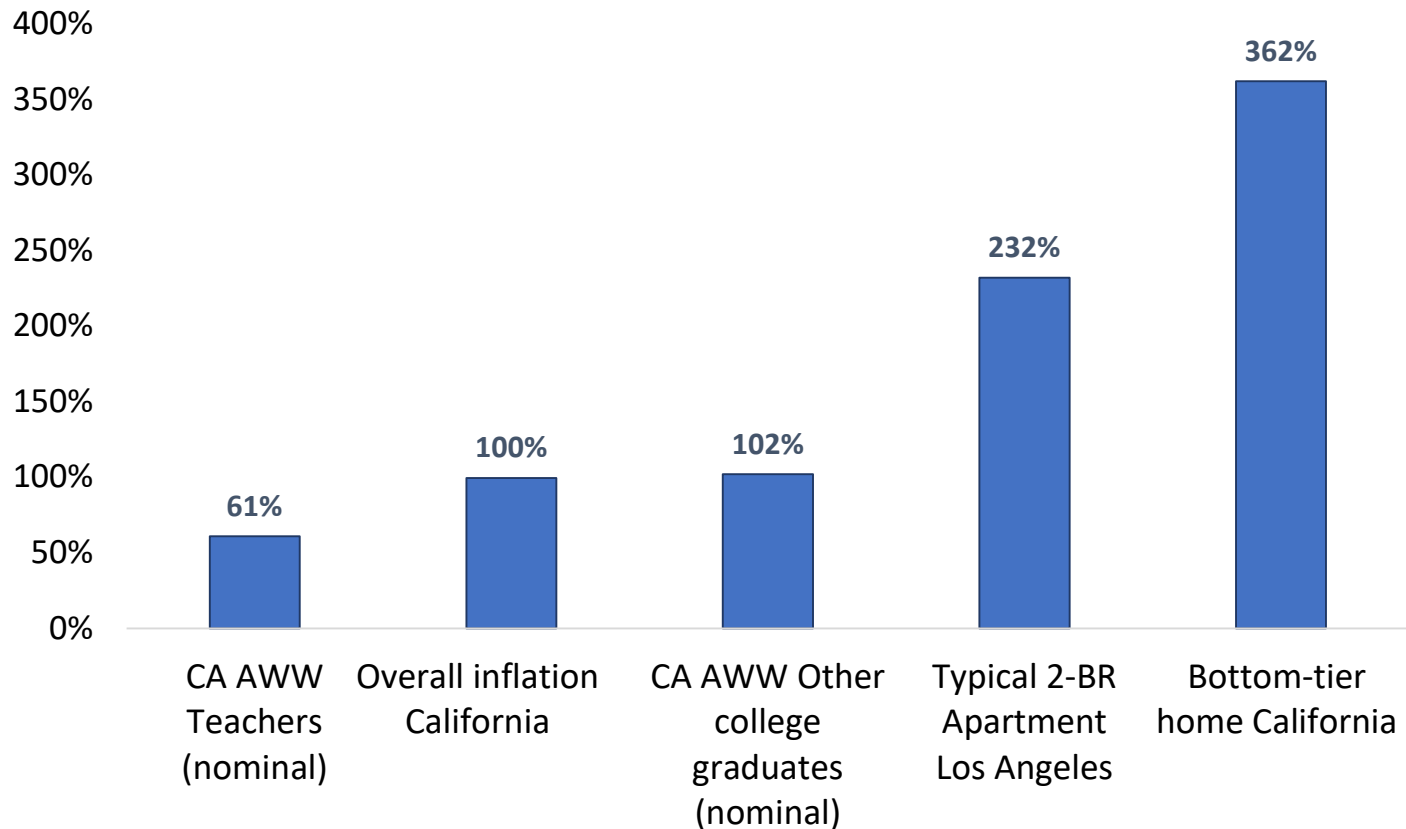
Historically Large Wage Penalties Have Worsened for Male Teachers



What will mitigate, let alone reverse, the growing teacher pay penalties?



Worsening teacher pay gaps, along with economic realities of living in CA, make it increasingly difficult retain & attract the best and brightest into the teaching profession



One of our greatest ideals – provide free public education for each & every kid regardless of means!

- Public School Teacher is one of the most consequential professions in California & the United States
- Implications of the ever-growing teaching-penalty
 - Teacher shortages, retaining current teachers, recruitment of future teachers
- High cost of living in CA is a serious concern for retention & recruitment
- The complexity of challenges calls for coordinated efforts from federal, state & local governments
- Significant & sustained investments in public education, especially in low-income areas, are needed to address teacher shortages, future recruitment into the profession along with institutional inequities that have existed from the inception of public education in the US



Thank you!

Results in this presentation are from the CEPR brief released January 29,
2025

California Teacher Pay: Decades of Falling Behind – CEPR

