

Enough is Enough!

Teacher Pay Losing Ground

An update of Allegretto & Mishel
and fun with CPS data

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Data and methods

- **Current Population Survey**

- Where we get labor force data, unemployment rate, etc.
- BLS Allocations for missing data
- BLS Top coded earnings & adjustment
- 1994 redesign (Anna Polivka)

- **Methodology**

- Mincer wage equation for regression adjusted analysis
 - Log weekly wages. Controls: education, race, ethnicity, age, region, marital status

Ongoing challenges & issues

- **Use of weekly wages**
- **Teacher hours & weeks worked**
 - Summers off issue: positive or negative?
 - Many teacher work or want to work
 - Weekly hours for teachers & comparable workers are about the same
- **Teachers may have less freedom on the job**
 - Compared to other professionals
 - Very little free time during the work day
 - Almost no vacation/time off during school year
 - Professions get a lot of paid time off
- **Benefits**
 - Teacher benefits are more generous compared to other professionals

Regardless of issues—the trends matter!

Public school teachers & other college grads

CPS-ORG data 1979-2018

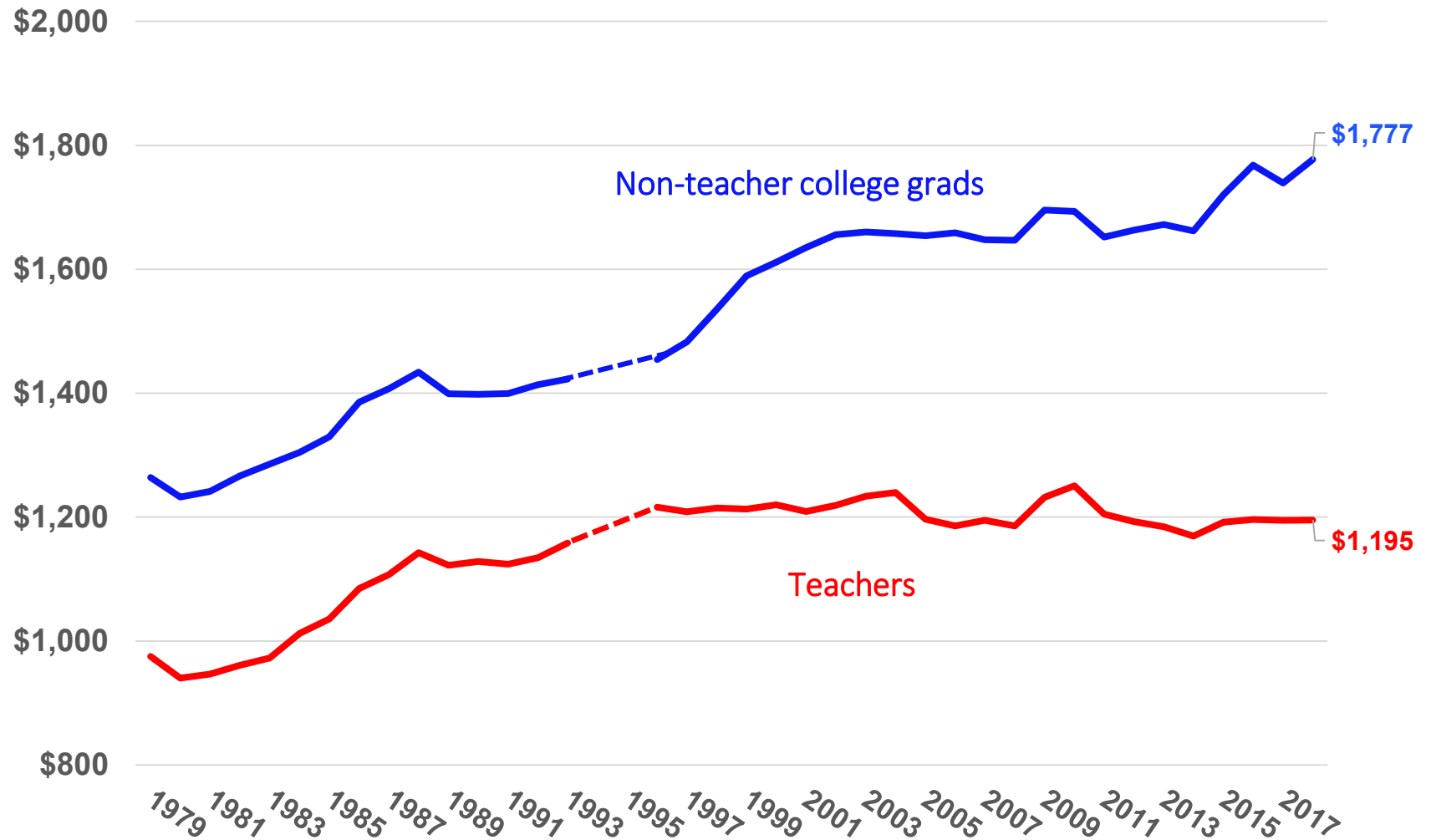
- Sample of BA or higher
- 35 or more hours per week
- State analysis uses pooled 2014-18 data

Teachers continue to be mostly women

- 73%-27% (1960 72%-28%)

		<u>Teachers</u>	<u>OCGs</u>
Education:	BA	43.4%	63.9%
	MA	54.4%	26.3%
	Prof	1.0%	3.8%
	PhD	1.2%	6.0%
Race/ethnicity:	White	79.4%	70.5%
	Black	7.7%	8.3%
	Latino	8.5%	8.5%
	Other	4.4%	12.7%

Average weekly wages



Estimation

U.S. estimates:

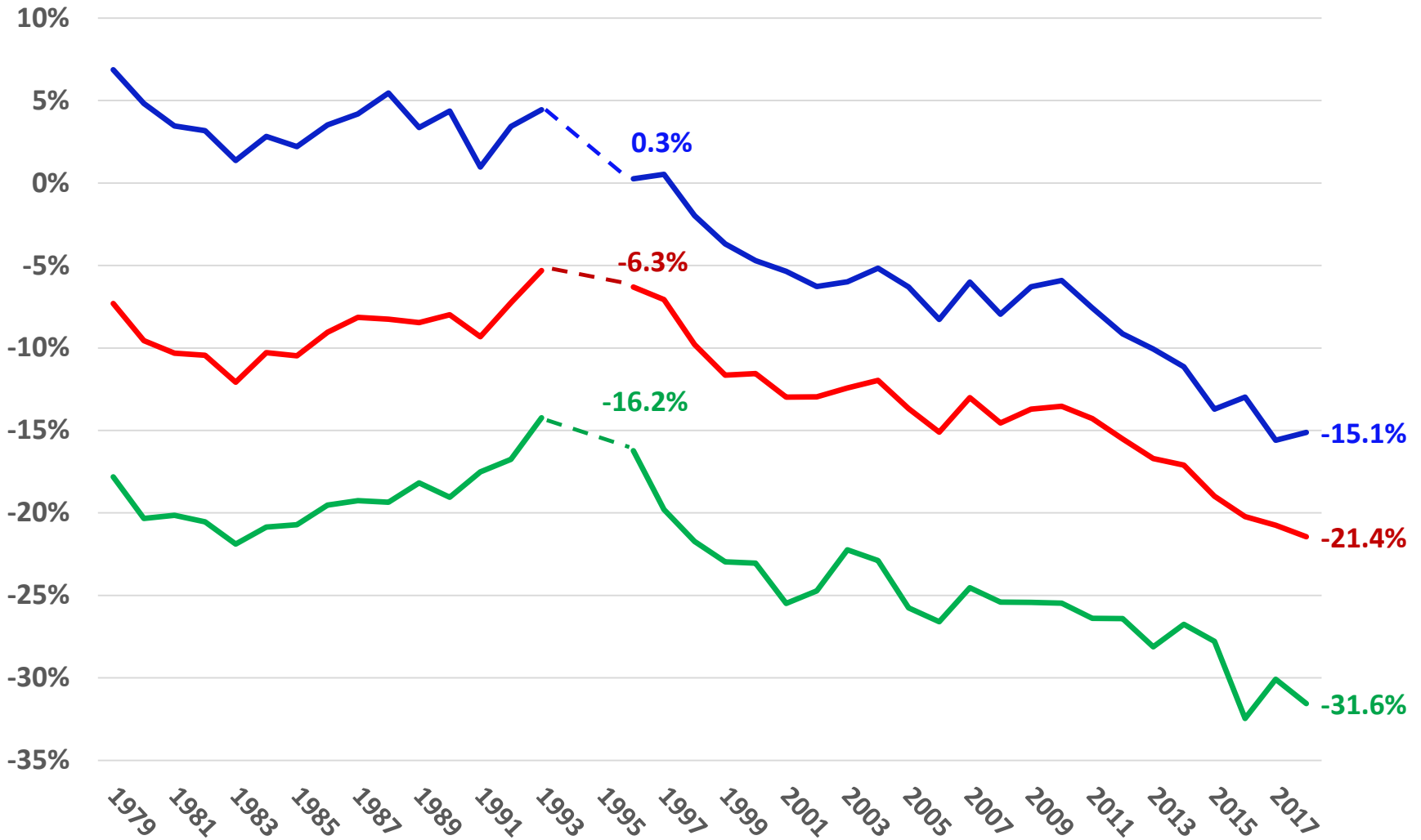
$$Y_{is} = \vartheta^{\text{public}} D_{is}^{\text{public}} + \vartheta^{\text{private}} D_{is}^{\text{private}} + X'_{is} \beta + \delta_s + u_{is}$$

State estimates:

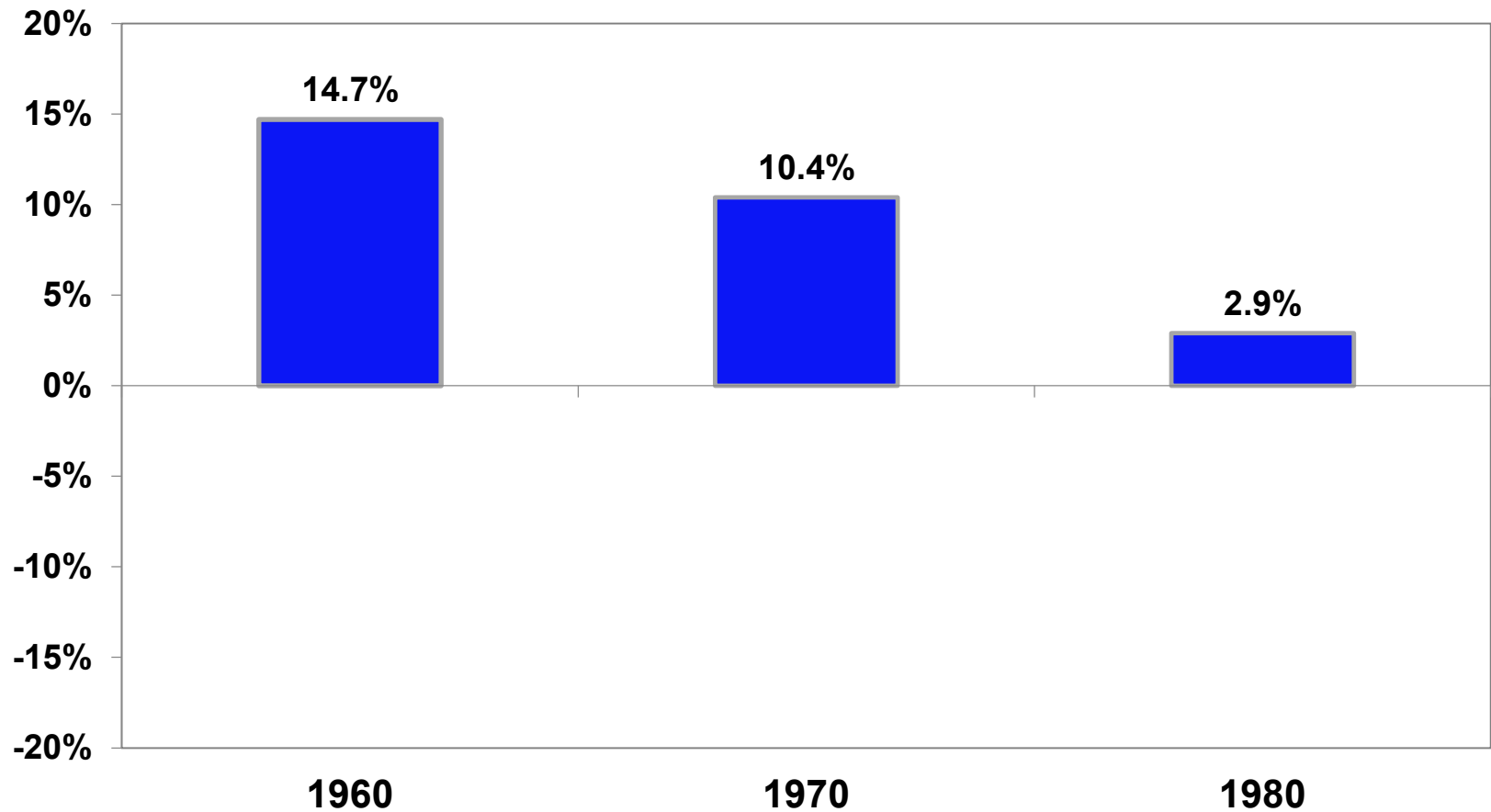
$$Y_{is} = \vartheta_s^{\text{public}} D_{is}^{\text{public}} + \vartheta_s^{\text{private}} D_{is}^{\text{private}} + X'_{is} \beta + \delta_s + u_{is}$$

Note: $Y = \log(\text{wkly wage})$. X vector of controls. Net out private teachers.
Estimation by year and by gender. State estimates on pooled 2014-18 data.

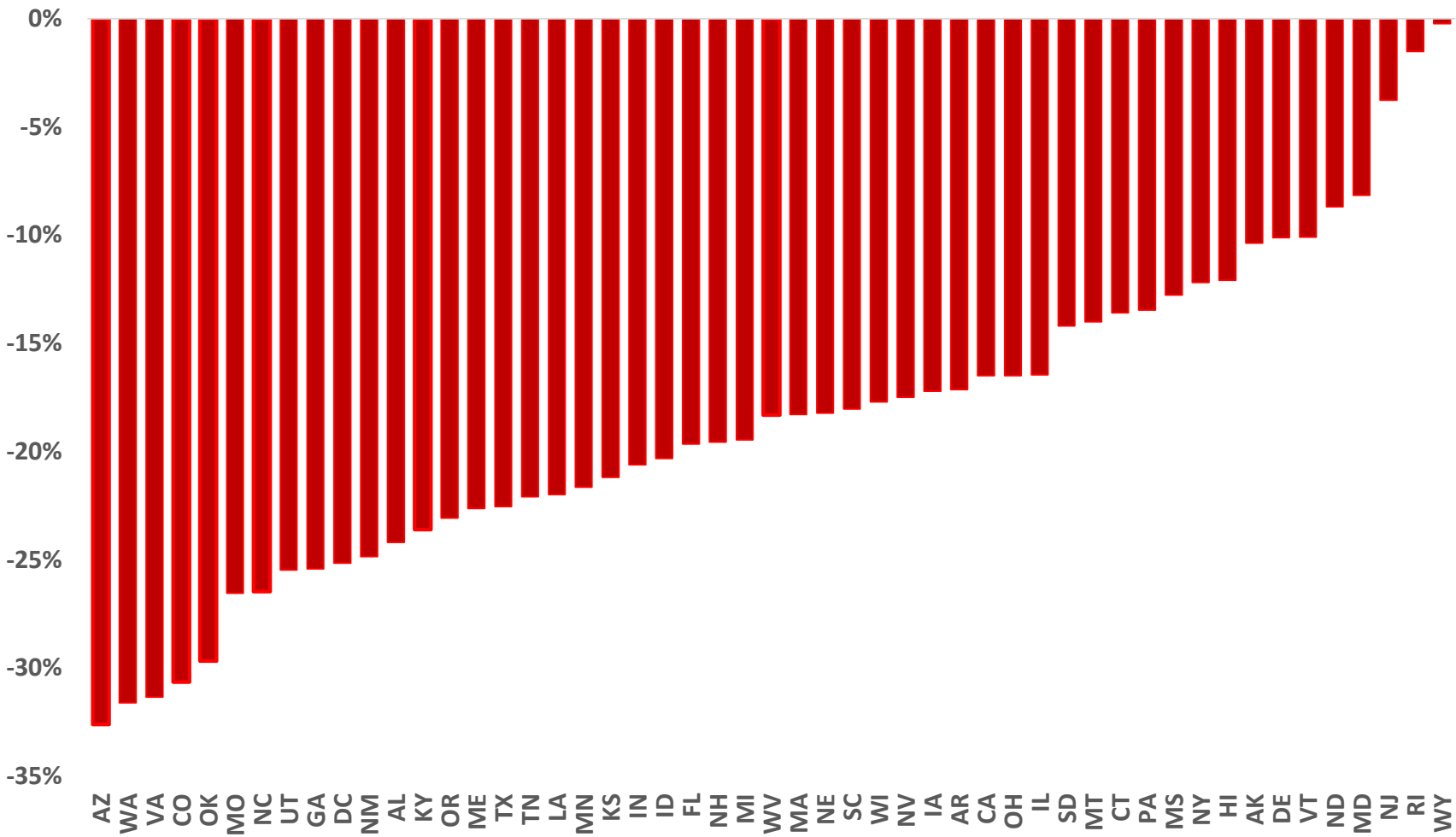
Relative public school teacher gaps, by gender



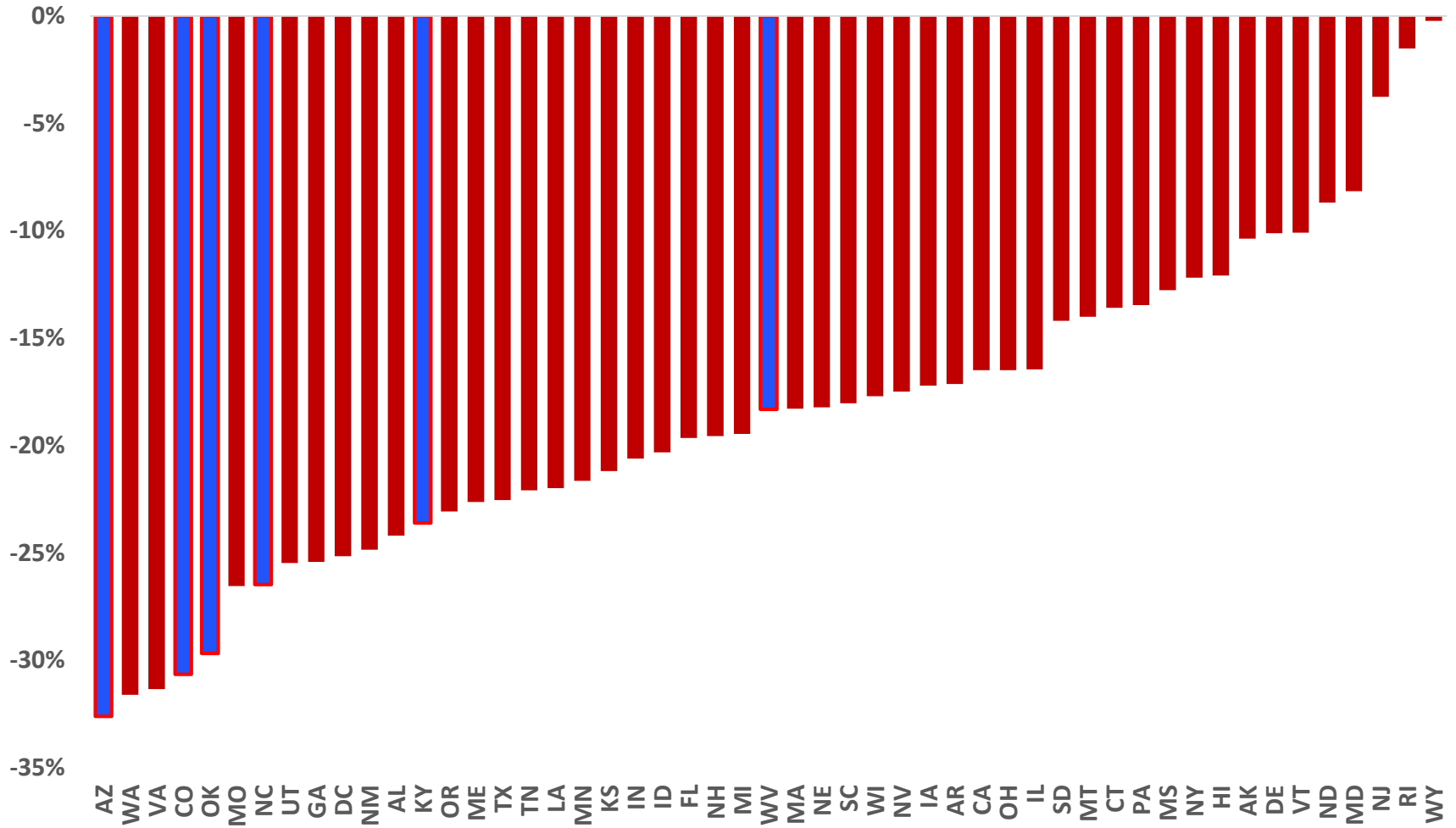
Historical context of female teacher pay: premium-to-penalty

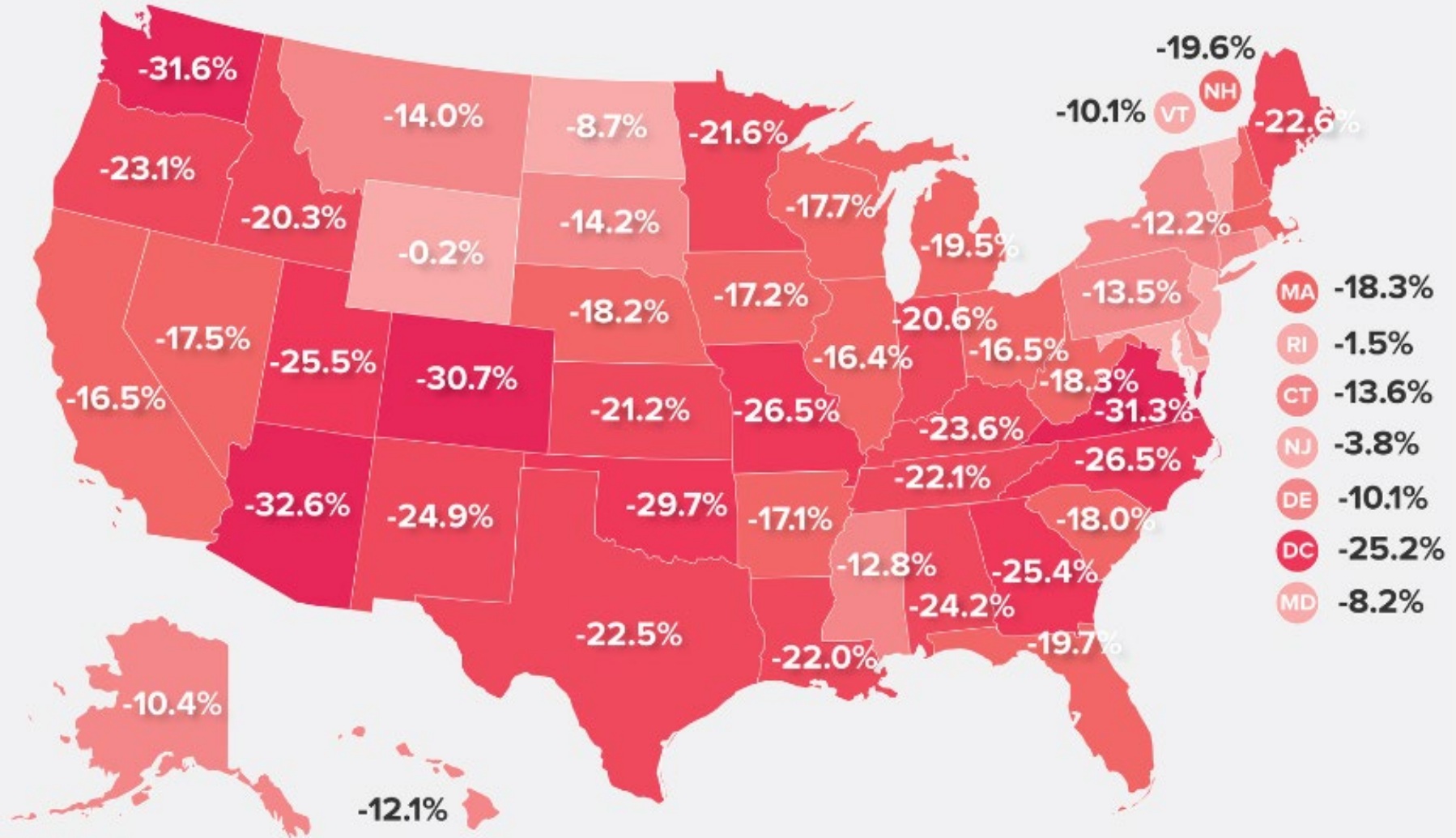


State gaps, pooled 2014-18 CPS data



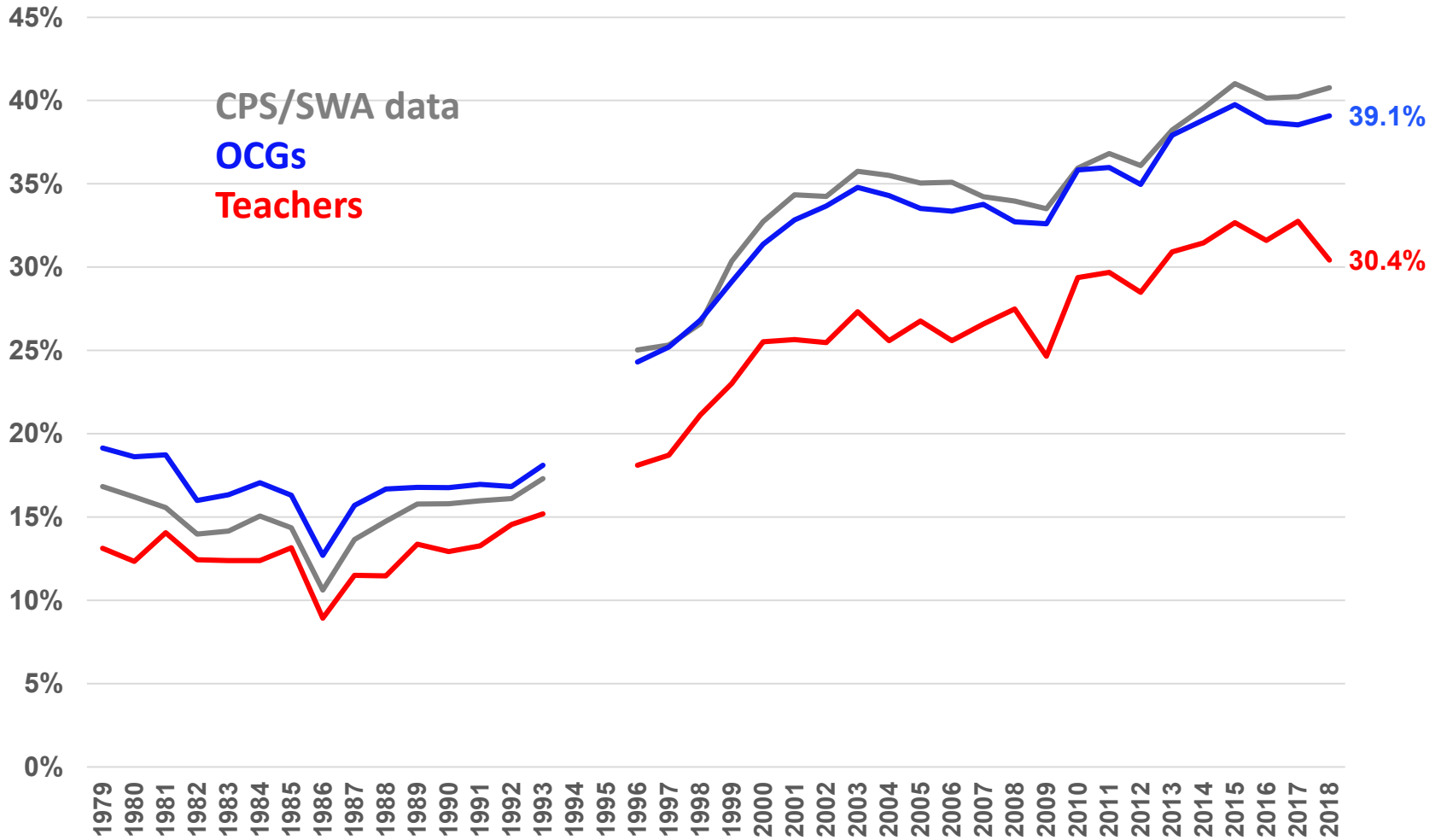
Large gaps where there were strikes



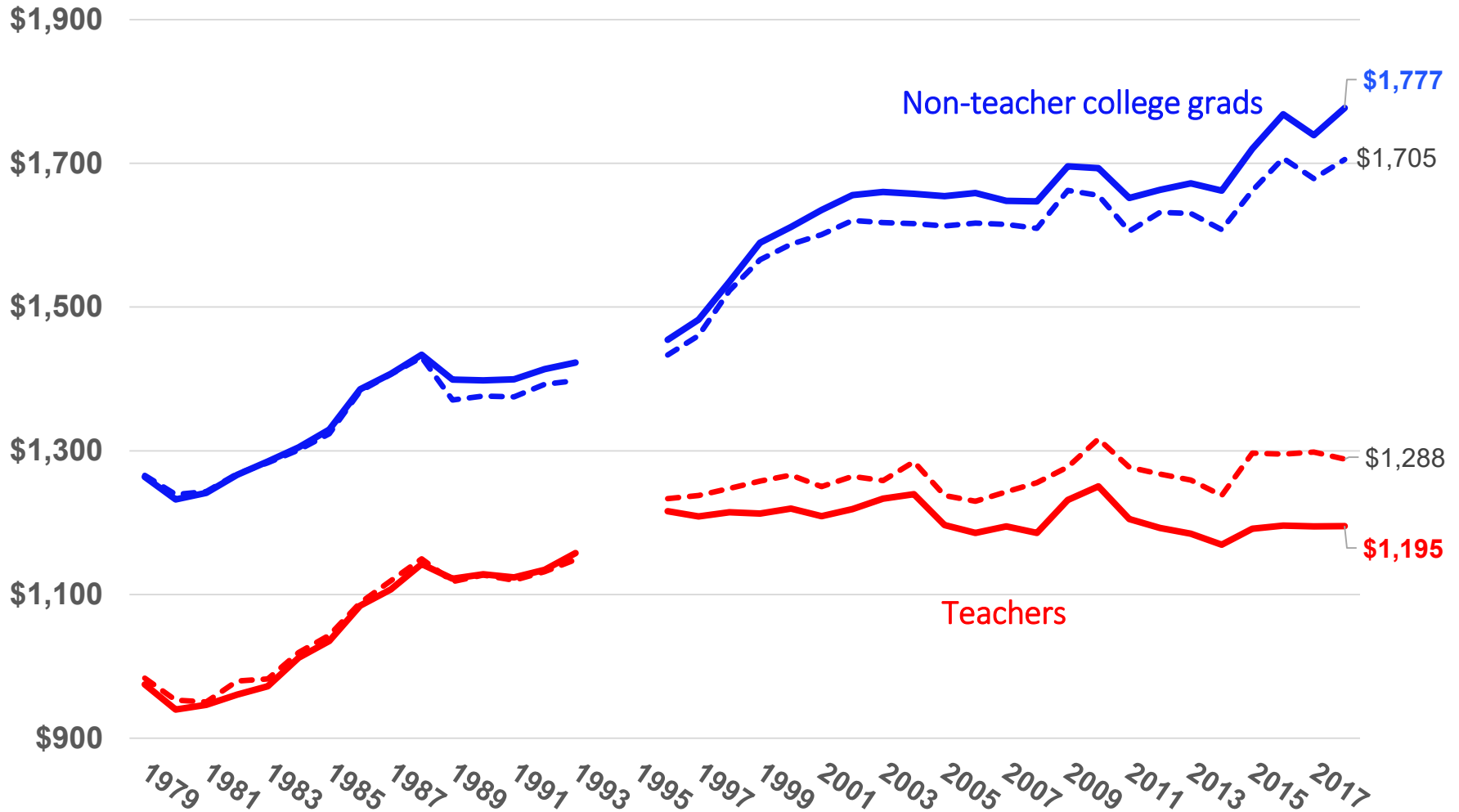


The Hot Deck!
BLS allocated earnings for missing data

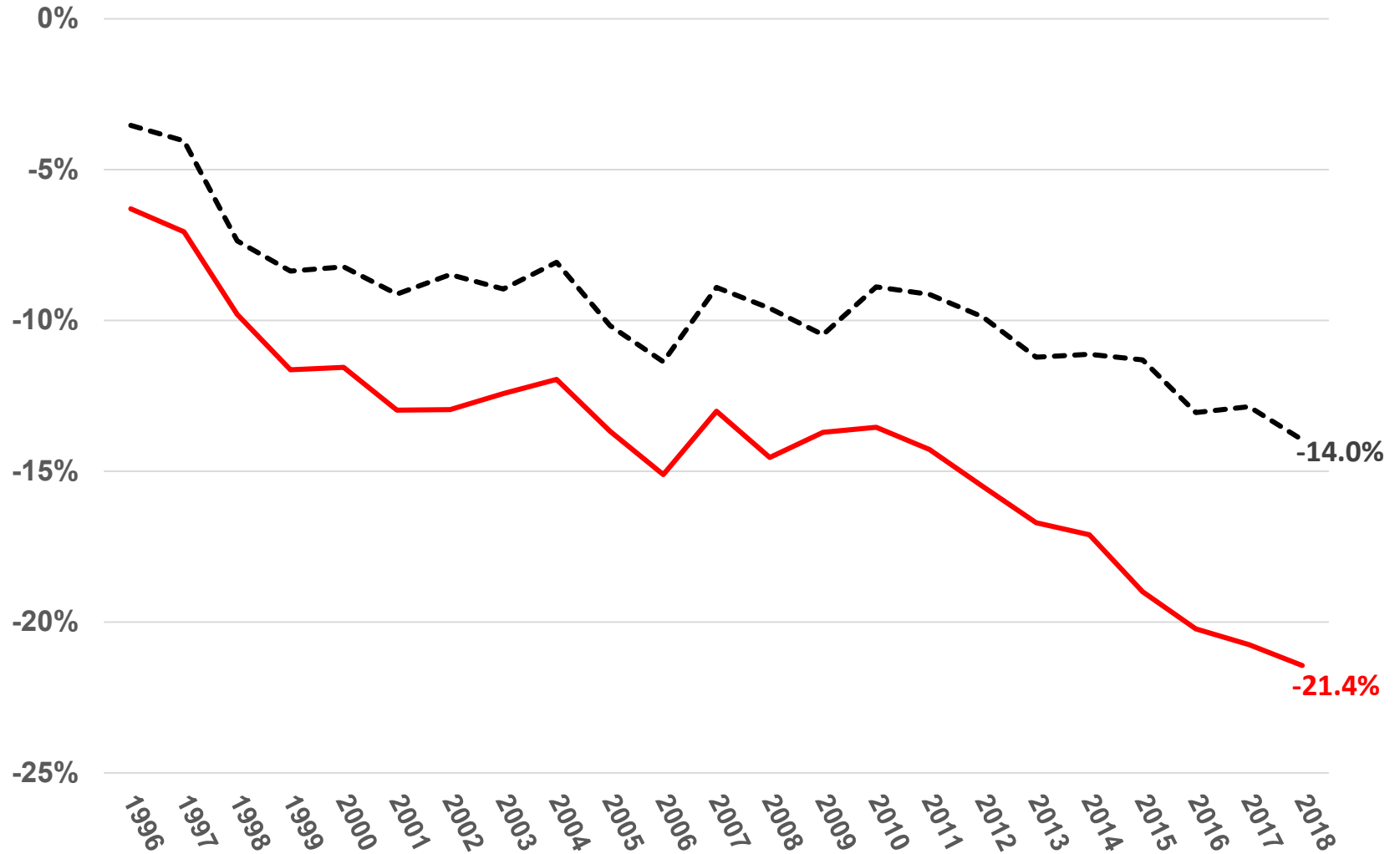
Incidence of BLS imputed earnings



Imputations matter: average weekly wages

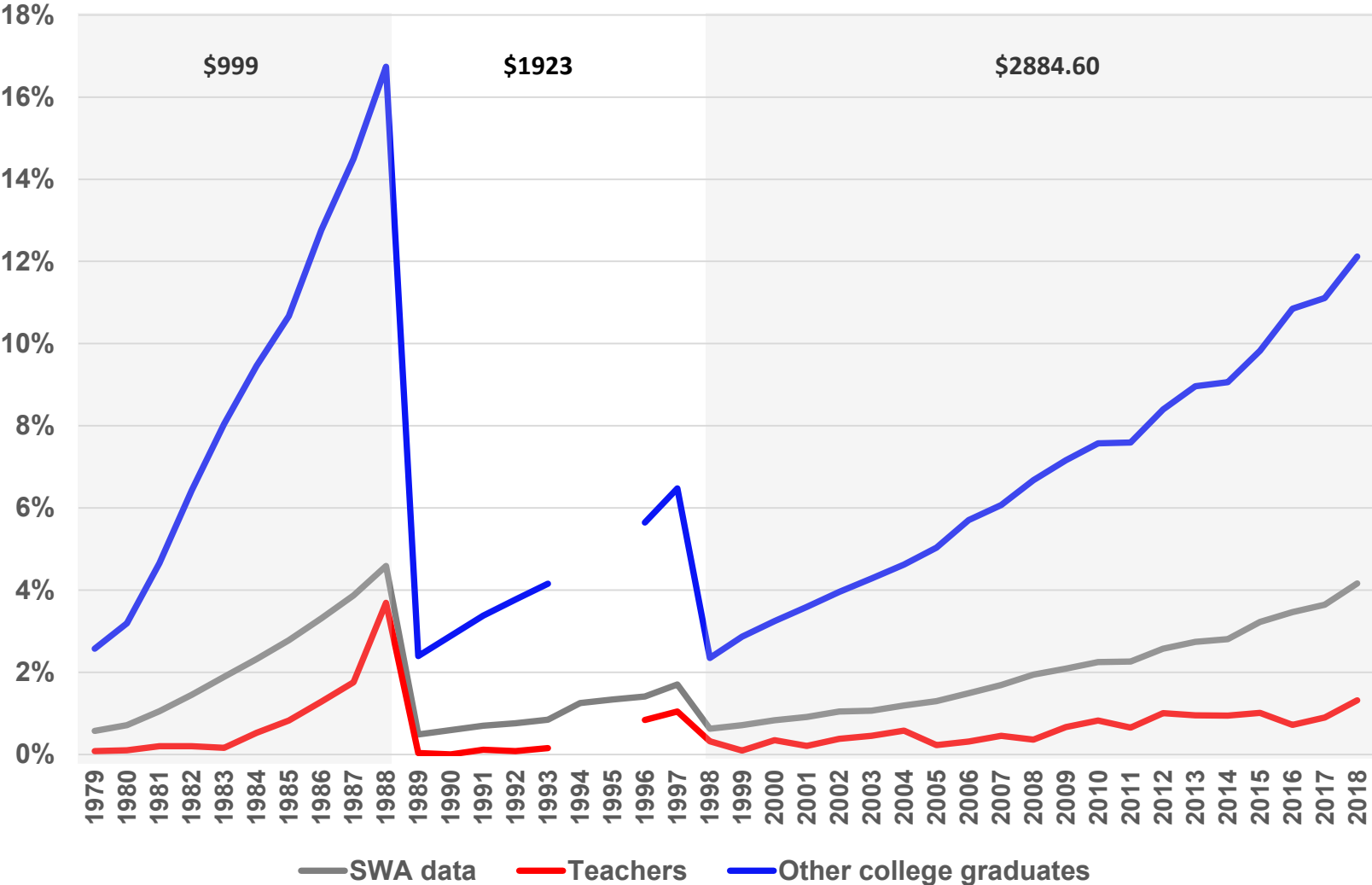


U.S. teacher pay gap, with & w/o allocated data

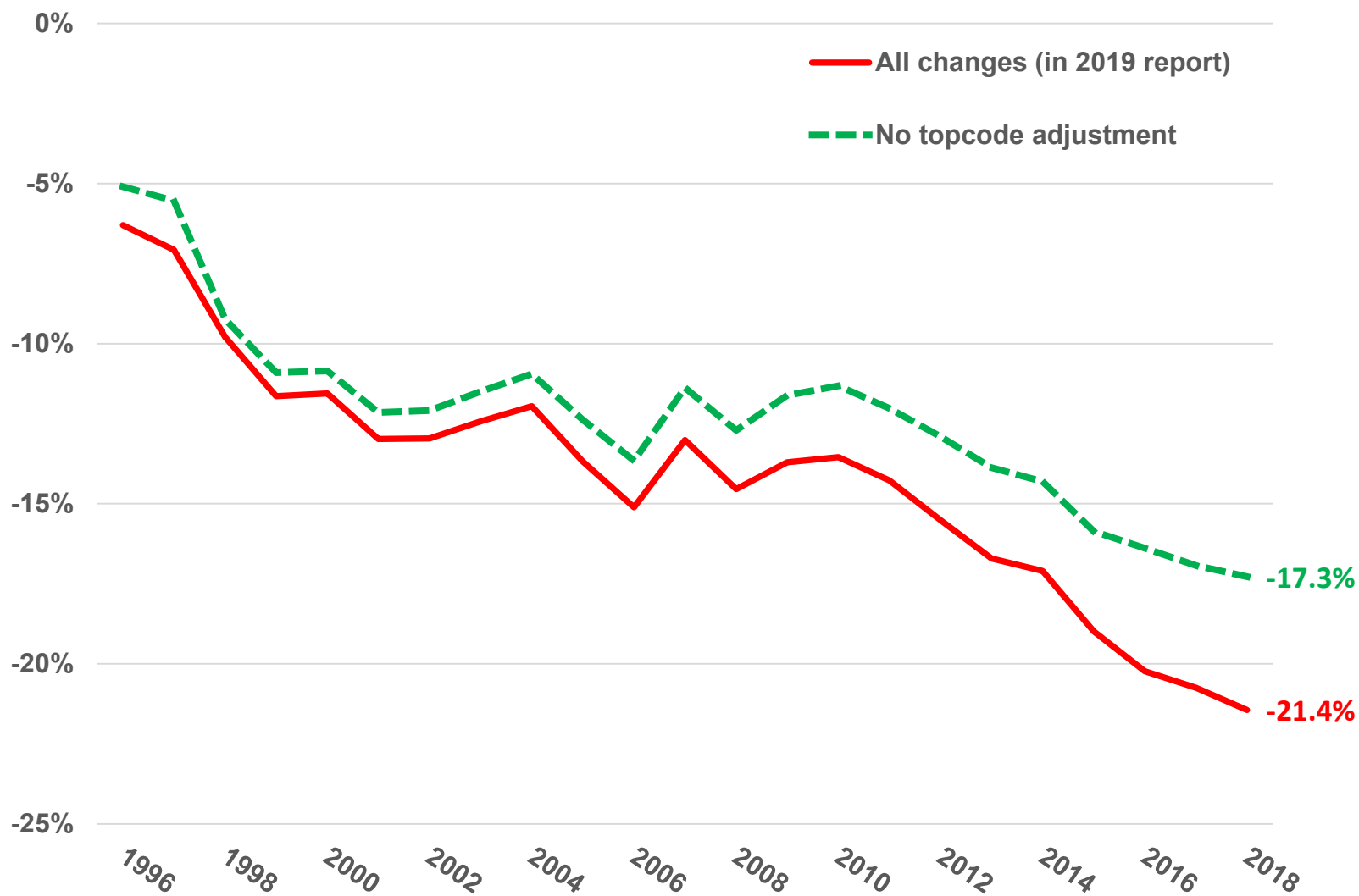


Pareto is the way to go!
BLS top coded earnings

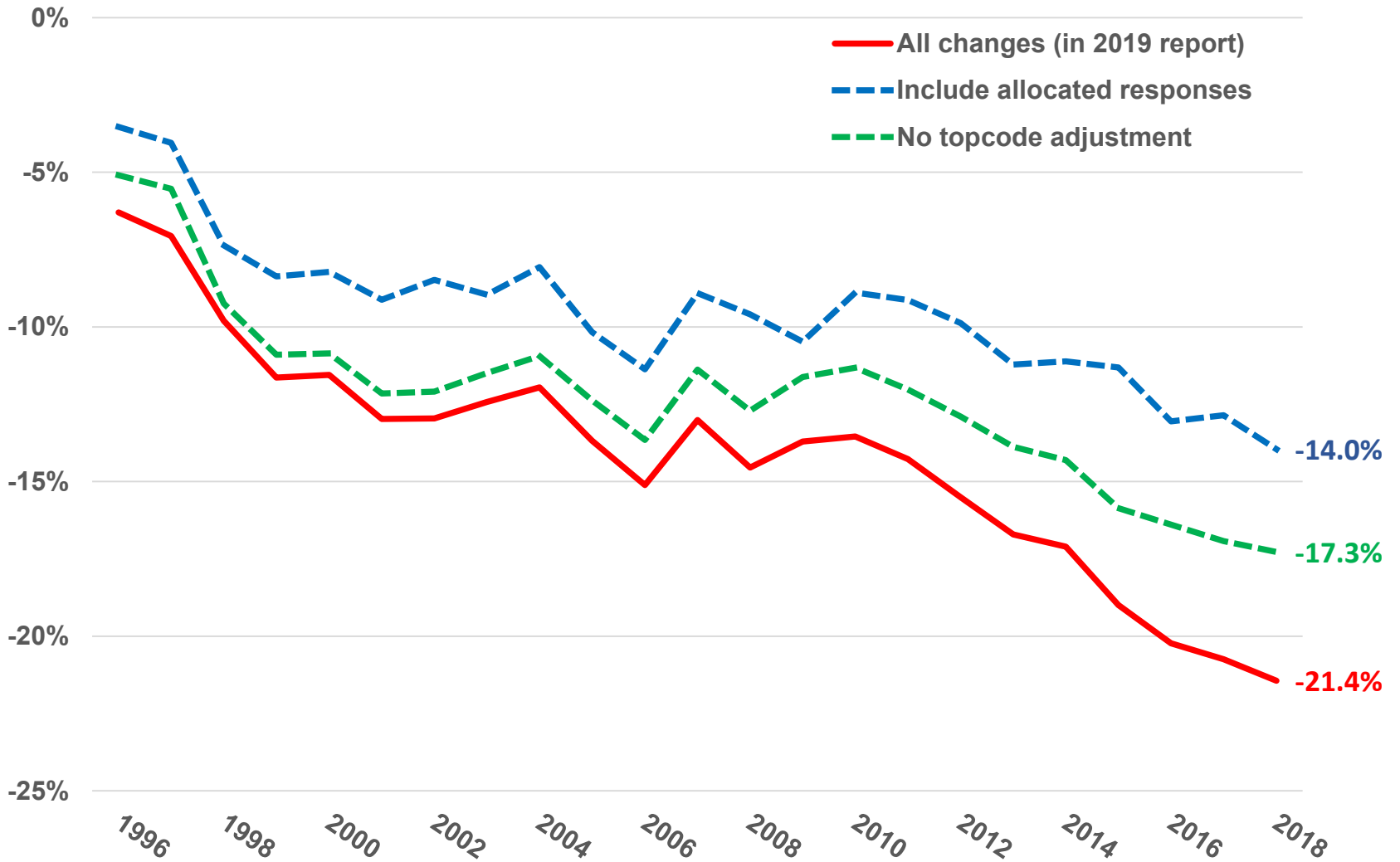
Share of workers with earnings at BLS top-code



U.S. teacher pay gap, with & w/o TC adj data

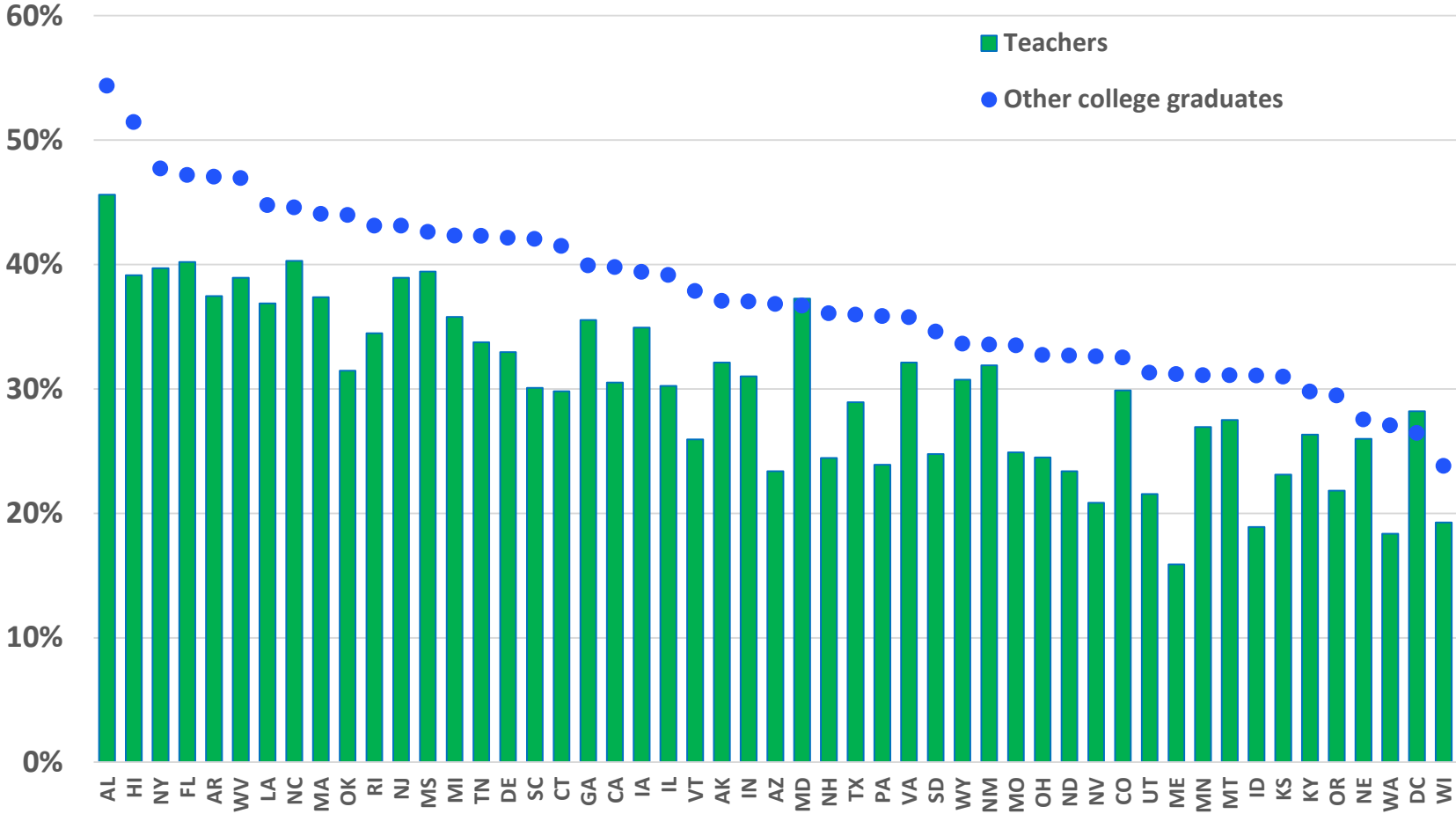


In sum...

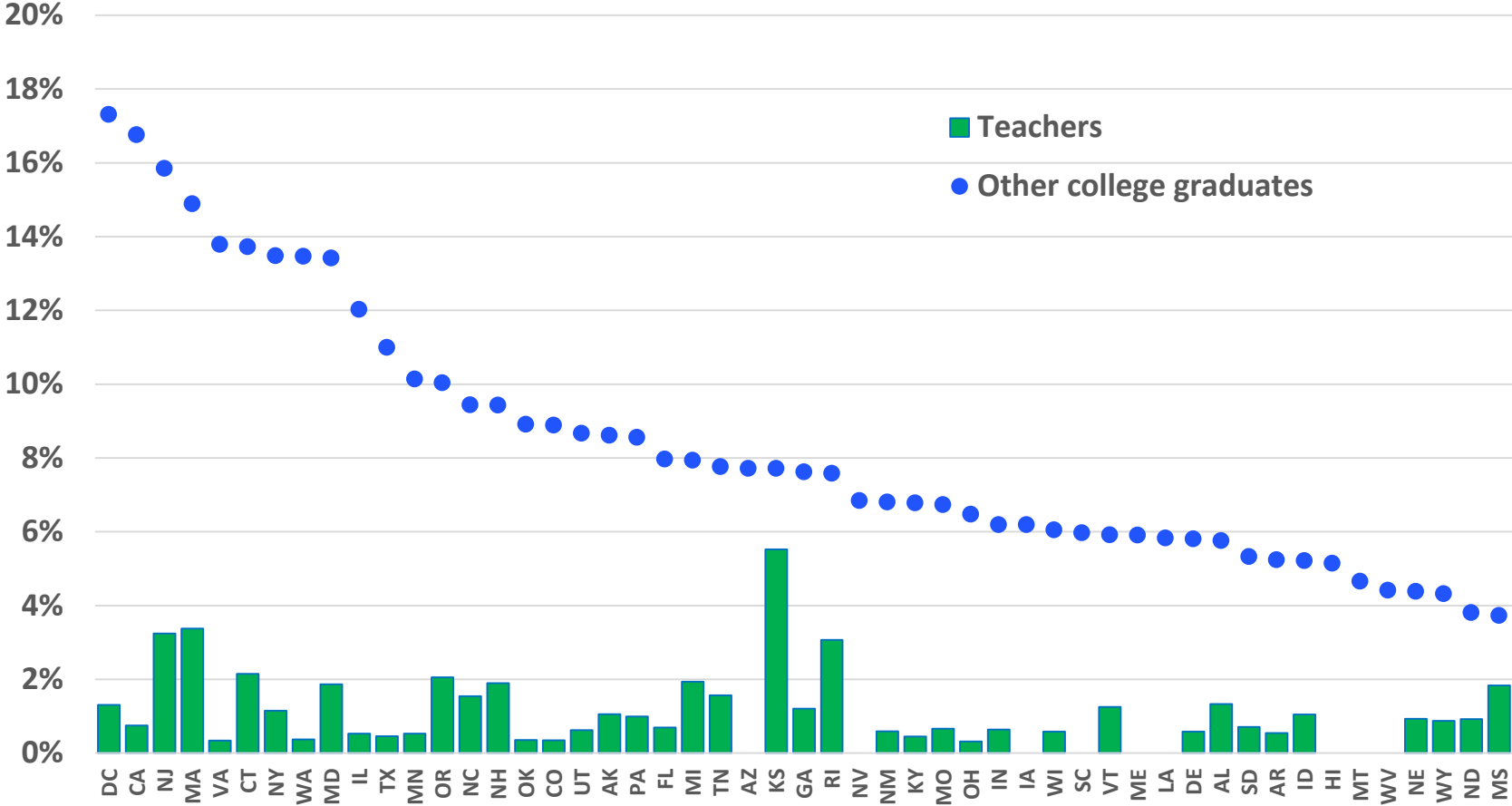


State analyses and the issues of imputation
and BLS top coded data

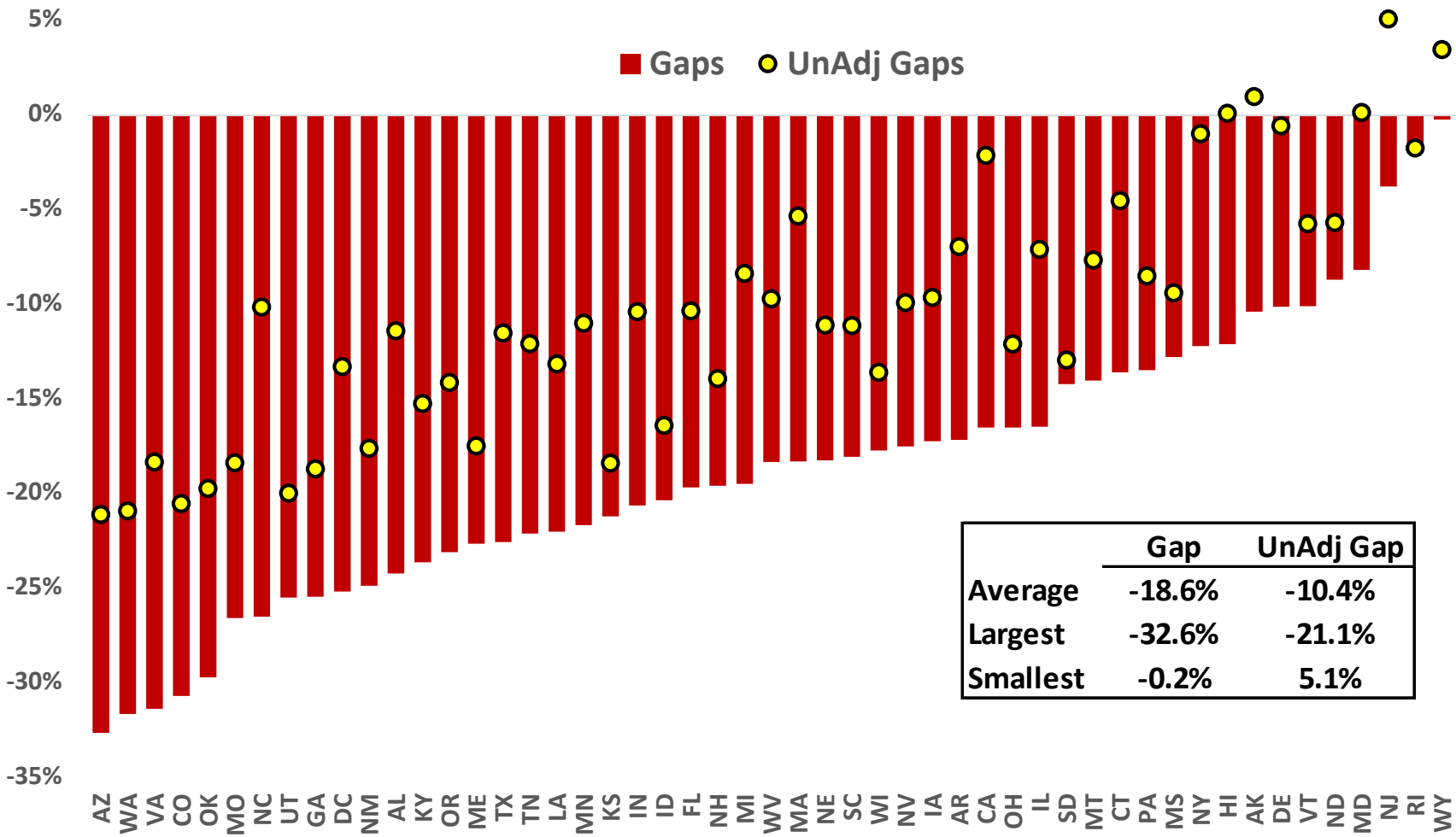
Share of workers with BLS allocated earnings 2014-2018 pooled data, by state



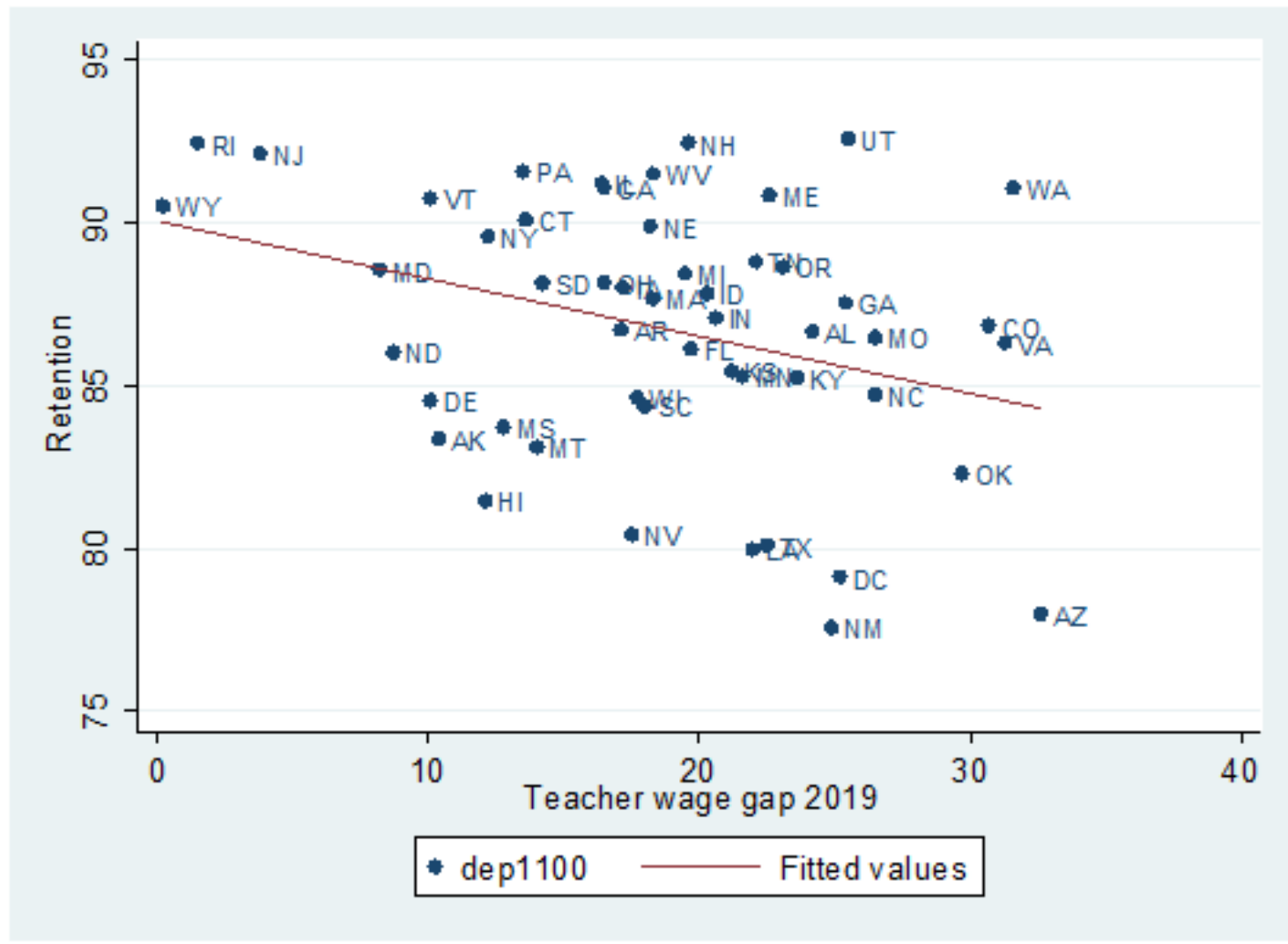
Share of workers with earnings at BLS top-code 2014-2018 pooled data, by state



State gaps, pooled 2014-18 CPS data

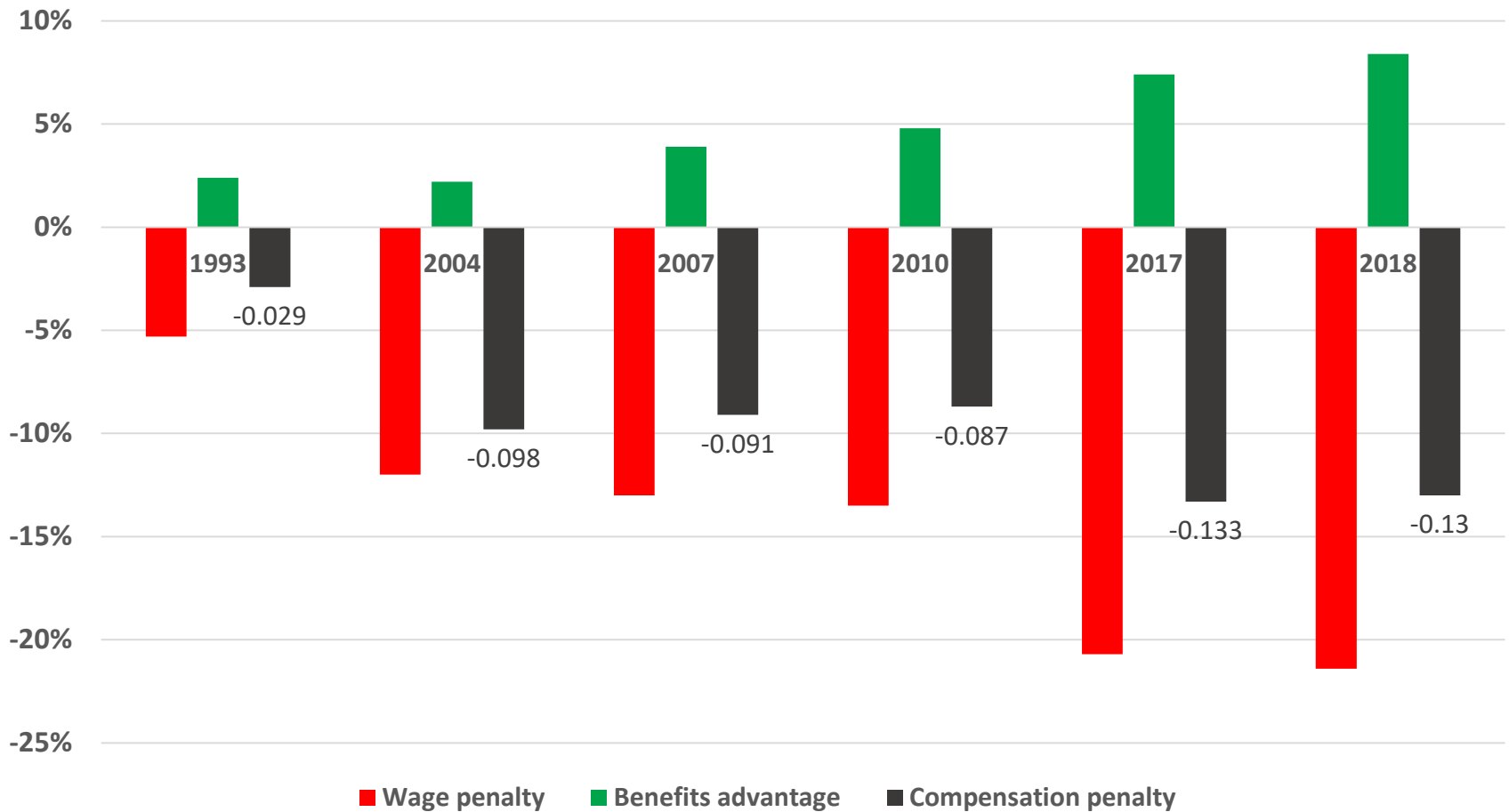


Teacher pay gaps & retention



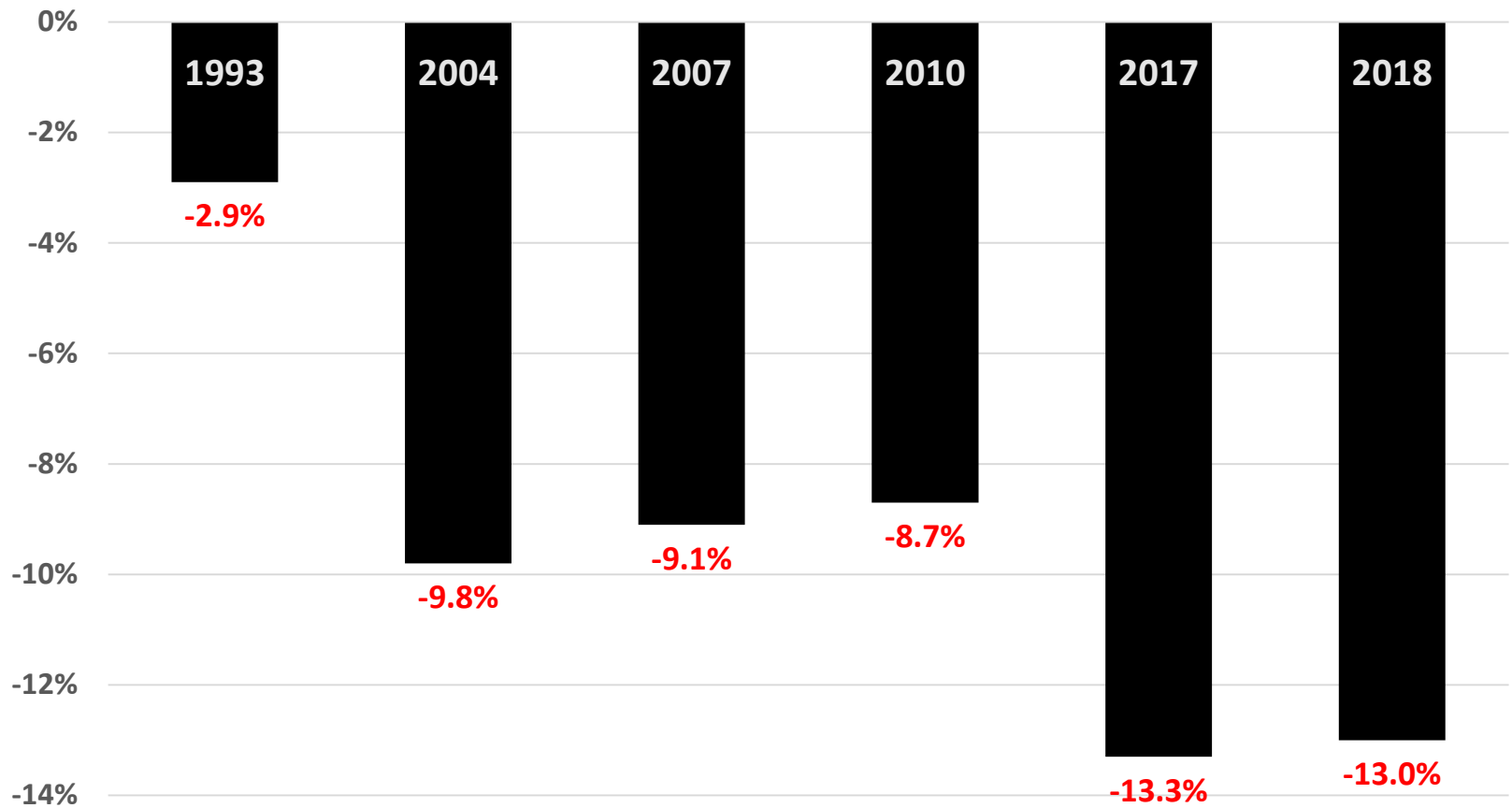
But...teachers have such great benefits

Adding in benefits

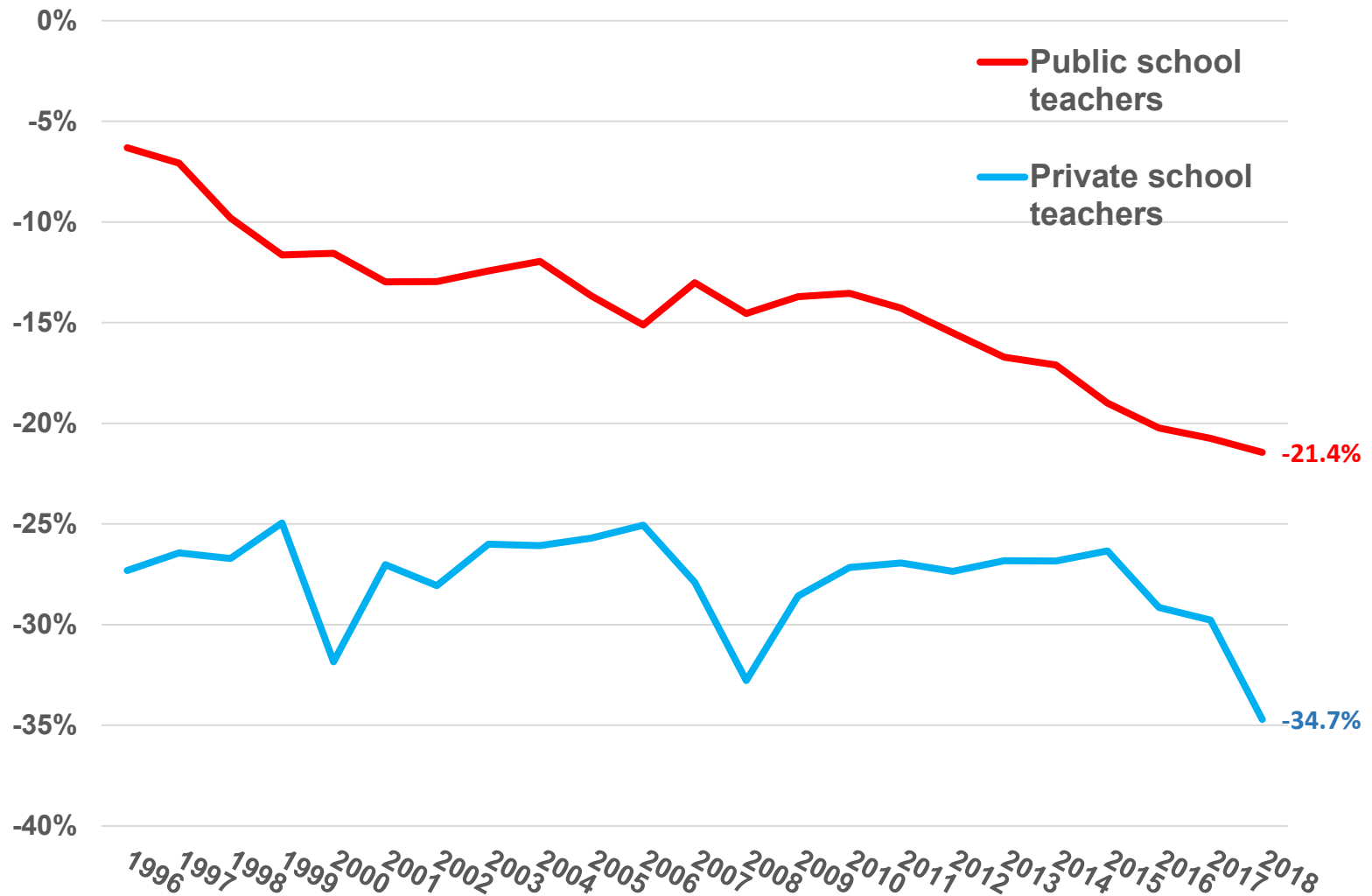


Source: Allegretto & Mishel, 2018. Employer Costs for Employee Compensation data.

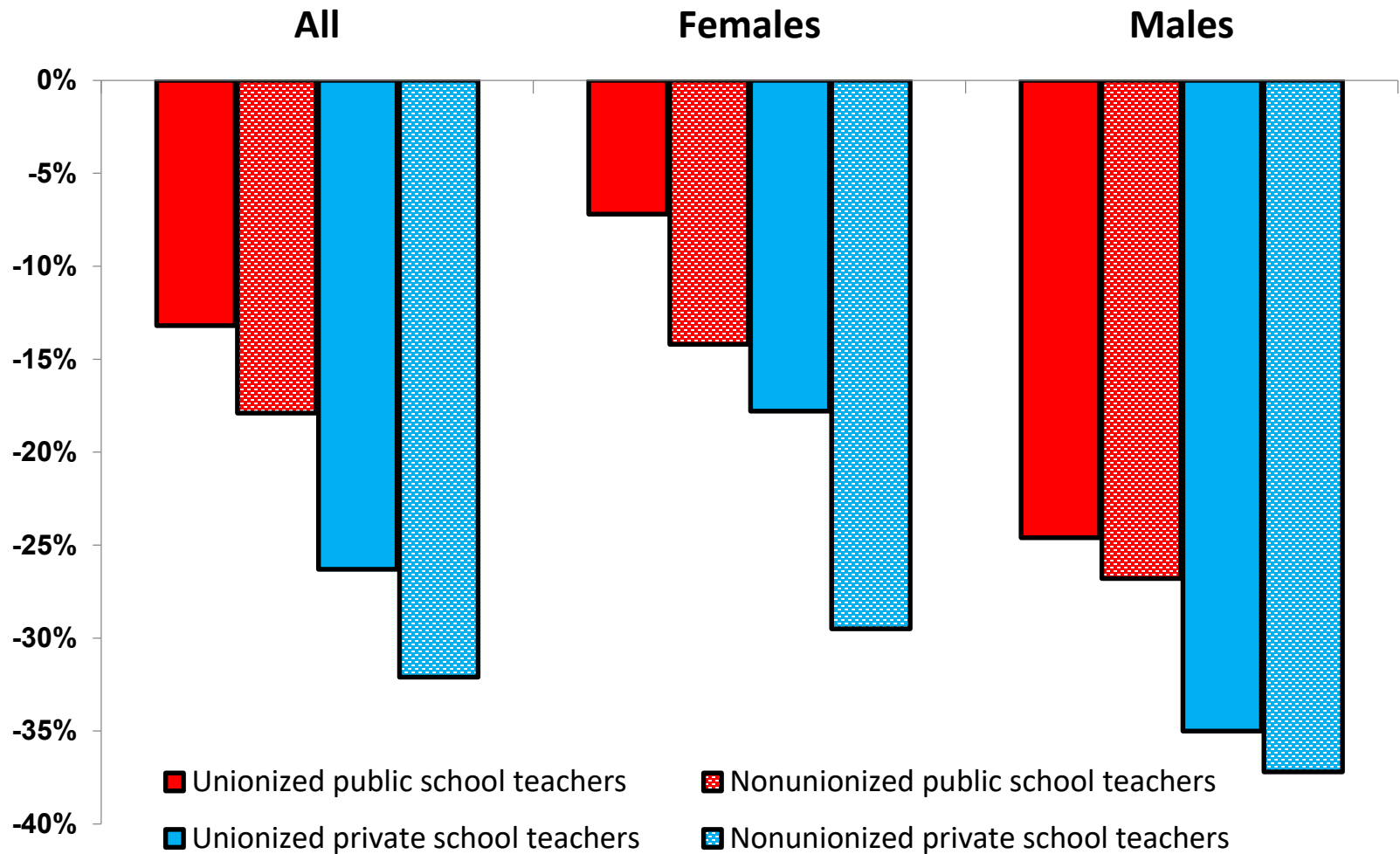
Total teacher compensation penalty



Private sector teachers...oh my!



Teacher gaps by sector & union status



Source: Allegretto & Tojerow, *Monthly Labor Review*, September 2014.

In sum

- **The pay gap for teachers is growing**
 - The widest gap on record
 - It has implications for *recruitment & retention* as the opportunity cost grows...especially for women
 - Pipeline is drying up
 - Gender make up of teachers hasn't changed much for decades and it won't with such large disparities for men
- **The total compensation gap has increased by 10 ppt since early 1990s**
- **The smartest countries tend to be those that have acted to make teaching more prestigious, selective, competitive and a priority**

Thank You!

Especially to Carl Nadler

“The teacher weekly wage penalty hit 21.4 percent in 2018, a record high”

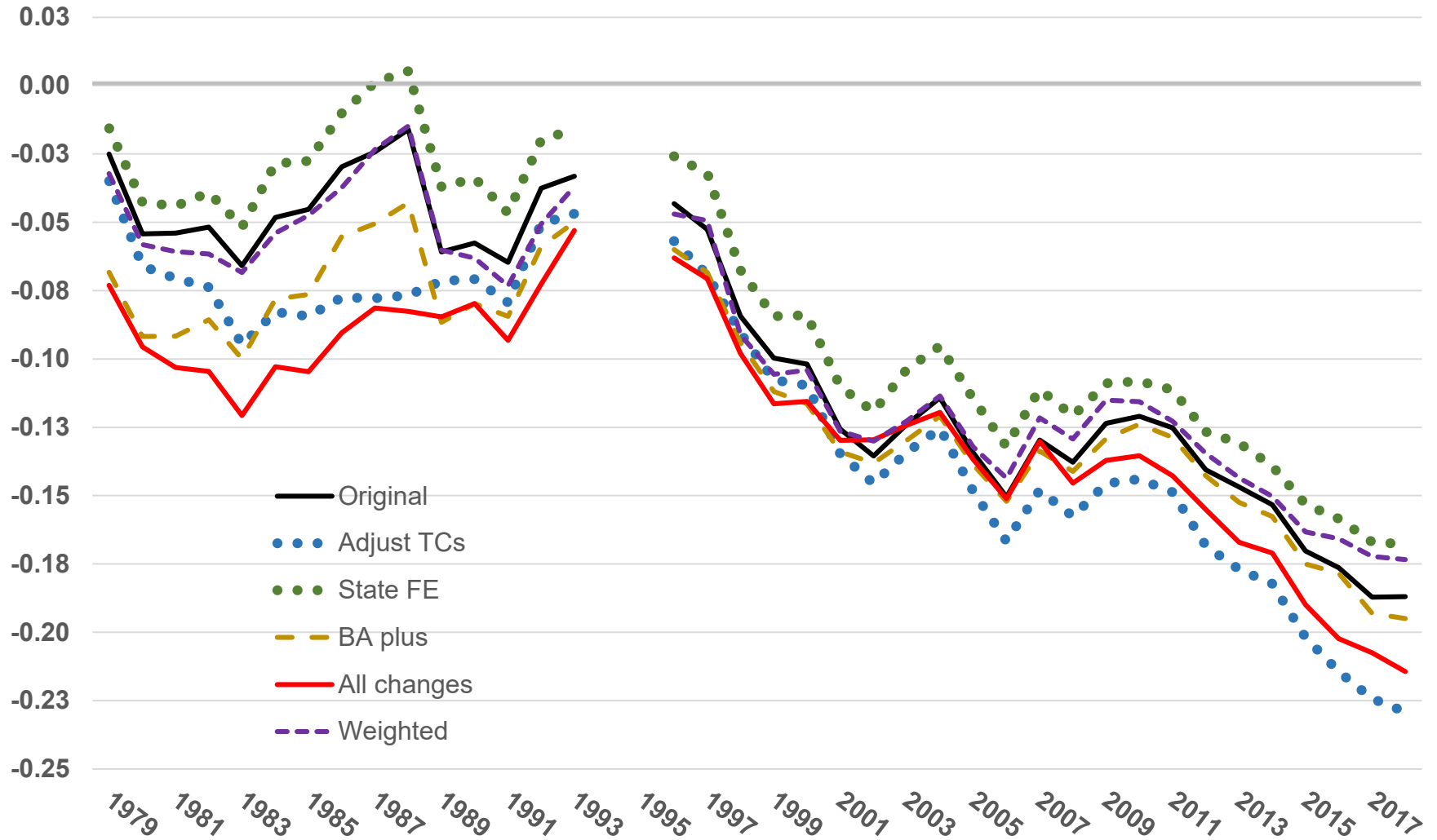
Center on Wage & Employment Dynamics

Economic Policy Institute

April 2019

Sylvia Allegretto & Larry Mishel

Teacher pay gaps



- <https://learningpolicyinstitute.org/uncertified-teachers-and-teacher-vacancies-state>