

SUPPLEMENTAL APPENDIX TABLES

to accompany

[The Impact of Large Revenue Infusions on Teacher Salaries in High-Poverty Districts](#)

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Table A1: Linear Combination of Coefficients for Salaries by Year and District Type

	2007-08	2011-12	2018-19	2011-12 - 2007-08	2018-19 - 2011-12	2018-19 - 2007-08
High Poverty	$\beta_0 + \beta_1$	$\beta_0 + \beta_1 + \beta_2 + \beta_4$	$\beta_0 + \beta_1 + \beta_3 + \beta_5$	$\beta_2 + \beta_4$	$\beta_3 + \beta_5 - (\beta_2 + \beta_4)$	$\beta_3 + \beta_5$
Low Poverty	β_0	$\beta_0 + \beta_2$	$\beta_0 + \beta_3$	β_2	$\beta_3 - \beta_2$	β_3
High - Low	β_1	$\beta_1 + \beta_4$	$\beta_1 + \beta_5$	β_4	$\beta_5 - \beta_4$	β_5

Table A2: Main Model (Table 2) with 95% Confidence Intervals (Real \$)

Early-Career	2007-08		2011-12		2018-19		2011-12 - 2007-08		2018-19 - 2011-12		2018-19 - 2007-08	
High Poverty	53,686	***	49,308	***	53,502	***	-4,377	***	4,194	***	-183	
95%CI	52,149	55,223	48,263	50,354	52,725	54,280	-6,236	-2,519	3,171	5,722	-1,617	1,769
Low Poverty	54,072	***	50,316	***	54,035	***	-3,756	***	3,719	***	-37	
95%CI	52,978	55,166	49,250	51,382	52,654	55,416	-5,284	-2,229	1,975	5,464	-1,799	1,725
High - Low	-386		-1,008		-533		-621		475		-147	
95%CI	-2,273	1,500	-2,500	485	-2,118	1,052	-3,027	1,785	-1,702	2,652	-2,611	2,317
Mid-Career	2007-08		2011-12		2018-19		2011-12 - 2007-08		2018-19 - 2011-12		2018-19 - 2007-08	
High Poverty	76,560	***	71,321	***	77,444	***	-5,239	***	6,122	***	884	
95%CI	74,989	78,131	69,545	73,098	75,137	79,750	-7,610	-2,867	3,751	9,291	-3,674	1,907
Low Poverty	80,843	***	75,349	***	80,462	***	-5,493	***	5,113	***	-380	
95%CI	79,319	82,367	73,842	76,857	78,507	82,418	-7,637	-3,350	2,644	7,582	-2,859	2,099
High - Low	-4,283	***	-4,028	***	-3,019	*	255		1,009		1,264	
95%CI	-6,471	-2,094	-6,358	-1,698	-6,043	5	-2,942	3,451	-2,808	4,827	-2,469	4,996
Late-Career	2007-08		2011-12		2018-19		2011-12 - 2007-08		2018-19 - 2011-12		2018-19 - 2007-08	
High Poverty	90,824	***	84,927	***	92,471	***	-5,897	***	7,545	***	1,648	
95%CI	88,357	93,291	83,836	86,017	89,579	95,364	-8,595	-3,200	4,454	10,636	-5,449	2,154
Low Poverty	95,713	***	88,821	***	94,938	***	-6,893	***	6,118	***	-775	
95%CI	93,547	97,879	87,072	90,569	92,565	97,311	-9,676	-4,109	3,170	9,065	-3,988	2,438
High - Low	-4,889	***	-3,894	***	-2,467		995		1,427		2,423	
95%CI	-8,172	-1,606	-5,954	-1,833	-6,208	1,275	-2,881	4,871	-2,844	5,698	-2,555	7,400

Notes: These values are computed from estimating equation (1). ***p < 0.01, **p < 0.05, and * p < 0.10. All values are in real 2018-19 dollars. Regressions are weighted by enrollment. Early-Career is BA+30 units in 1st year teaching; Mid-Career is BA+60 units in 10th year teaching; Late-Career is BA+199 units in 20th year teaching. Standard errors are corrected for heteroskedasticity.

Table A3: Nominal Salary Specification (Real \$)

Early-Career	2007-08	2011-12	2018-19	2011-12 - 2007-08	2018-19 - 2011-12	2018-19 - 2007-08
High Poverty	44,888 ***	44,302 ***	53,502 ***	-586	9,200 ***	8,615 ***
Low Poverty	45,211 ***	45,207 ***	54,035 ***	-3	8,828 ***	8,824 ***
High - Low	-323	-905	-533	-582	372	-210
Mid-Career	2007-08	2011-12	2018-19	2011-12 - 2007-08	2018-19 - 2011-12	2018-19 - 2007-08
High Poverty	64,013 ***	64,080 ***	77,444 ***	67	13,363 ***	13,430 ***
Low Poverty	67,594 ***	67,699 ***	80,462 ***	105	12,763 ***	12,868 ***
High - Low	-3,581 ***	-3,619 ***	-3,019 *	-38	600	562
Late-Career	2007-08	2011-12	2018-19	2011-12 - 2007-08	2018-19 - 2011-12	2018-19 - 2007-08
High Poverty	75,940 ***	76,304 ***	92,471 ***	365	16,167 ***	16,532 ***
Low Poverty	80,028 ***	79,803 ***	94,938 ***	-225	15,135 ***	14,910 ***
High - Low	-4,088 ***	-3,499 ***	-2,467	589	1,032	1,621

Notes: These values are computed from estimating equation (1). *** $p < 0.01$, ** $p < 0.05$, and * $p < 0.10$. All values are in real 2018-19 dollars. Regressions are weighted by enrollment. Early-Career is BA+30 units in 1st year teaching; Mid-Career is BA+60 units in 10th year teaching; Late-Career is BA+199 units in 20th year teaching. Standard errors are corrected for heteroskedasticity.

Table A4: Natural-Log Salary Specification

Early-Career	2007-08	2011-12	2018-19	2011-12 - 2007-08	2018-19 - 2011-12	2018-19 - 2007-08
High Poverty	10.889 ***	10.804 ***	10.886 ***	-8.45% ***	8.18% ***	-0.26%
Low Poverty	10.893 ***	10.821 ***	10.890 ***	-7.24% ***	6.93% ***	-0.32%
High - Low	-0.46%	-1.66%	-0.40%	-1.20%	1.26%	0.06%
Mid-Career	2007-08	2011-12	2018-19	2011-12 - 2007-08	2018-19 - 2011-12	2018-19 - 2007-08
High Poverty	11.243 ***	11.173 ***	11.255 ***	-7.02% ***	8.21% ***	1.19%
Low Poverty	11.295 ***	11.225 ***	11.288 ***	-7.08% ***	6.34% ***	-0.74%
High - Low	-5.22% ***	-5.15% ***	-3.29% *	0.07%	1.86%	1.93%
Late-Career	2007-08	2011-12	2018-19	2011-12 - 2007-08	2018-19 - 2011-12	2018-19 - 2007-08
High Poverty	11.412 ***	11.348 ***	11.433 ***	-6.41% ***	8.44% ***	2.02%
Low Poverty	11.464 ***	11.390 ***	11.454 ***	-7.48% ***	6.43% ***	-1.05%
High - Low	-5.19% ***	-4.12% ***	-2.11%	1.07%	2.01%	3.08%

Notes: These values are computed from estimating equation (1). *** $p < 0.01$, ** $p < 0.05$, and * $p < 0.10$. All values are in real 2018-19 dollars. Regressions are weighted by enrollment. Early-Career is BA+30 units in 1st year teaching; Mid-Career is BA+60 units in 10th year teaching; Late-Career is BA+199 units in 20th year teaching. Standard errors are corrected for heteroscedasticity.

Table A5: Alternative Specifications – Average Salary Levels (Real \$)

	Main	Weighted No LAUSD	Unweighted	Unweighted No Tiny
Early-Career				
High 2007-08	53,686	52,652	50,912	51,188
High 2011-12	49,308	48,680	47,365	47,615
High 2018-19	53,502	53,209	51,942	52,343
Low 2007-08	54,072	54,072	52,508	52,978
Low 2011-12	50,316	50,316	49,172	49,603
Low 2018-19	54,035	54,035	52,335	52,838
Mid-Career				
High 2007-08	76,560	76,929	73,128	73,838
High 2011-12	71,321	72,469	68,236	68,911
High 2018-19	77,444	79,018	74,818	75,774
Low 2007-08	80,843	80,843	76,912	78,108
Low 2011-12	75,349	75,349	72,025	73,127
Low 2018-19	80,462	80,462	76,627	77,864
Late-Career				
High 2007-08	90,824	91,098	88,710	89,579
High 2011-12	84,927	85,385	82,724	83,522
High 2018-19	92,471	94,527	91,534	92,594
Low 2007-08	95,713	95,713	92,022	93,342
Low 2011-12	88,821	88,821	86,204	87,400
Low 2018-19	94,938	94,938	92,311	93,658
No. of Observations	1,035	1,032	1,035	951

Notes: These values are computed from estimating equation (1). *** $p < 0.01$, ** $p < 0.05$, and * $p < 0.10$. All values are in real 2018-19 dollars. Regressions are weighted by enrollment. Early-Career is BA+30 units in 1st year teaching; Mid-Career is BA+60 units in 10th year teaching; Late-Career is BA+199 units in 20th year teaching. Standard errors are corrected for heteroscedasticity. When LAUSD salaries are higher than the average, excluding LA causes the average to be lower. This is the case for high-poverty early-career salaries. The opposite is true for mid- and late-career salaries. LAUSD salaries are lower than average, so the column 2 high-poverty averages are higher when LAUSD is excluded.

Figure B1: Early-Career Salary Distributions in High- and Low-Poverty Districts

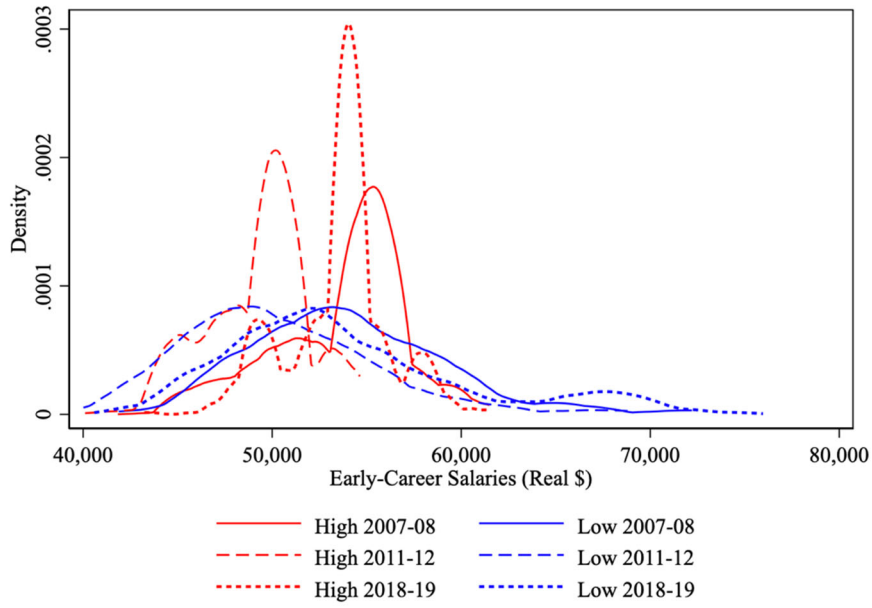
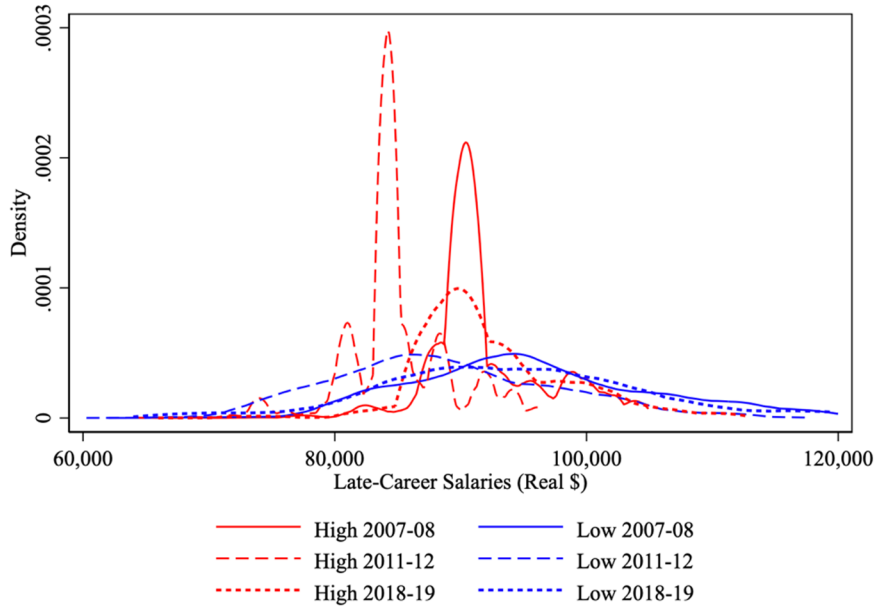


Figure B2: Late-Career Salary Distributions in High- and Low-Poverty Districts



Note: District salaries are measured in real 2018-19 dollars. Distribution is weighted by enrollment.