



Underpaid Educational Professionals

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Abstract

Being a teacher is an extremely respected profession. Educators are those who prepare the future of today whether their students become lawyers, doctors, or even teacher themselves. Although such a respected profession is paid so low, their incomes are way lower than the average college graduate salary. Educators have been getting paid extremely low for decades now. As time goes by, more and more protests are occurring to help raise salaries. It's hard to afford a living with a teacher salary, especially in such a low paying state like Colorado. Researcher observed that “a school offering higher teacher salaries from within a fixed budget are likely to be minimal” (Greaves and Sibieta, 2019). This is extremely upsetting because it is very unlikely for teachers to get pay raises as often as every year. Low teacher salaries affect educators as well as future educators due to low salaries.



Google Image, 2020



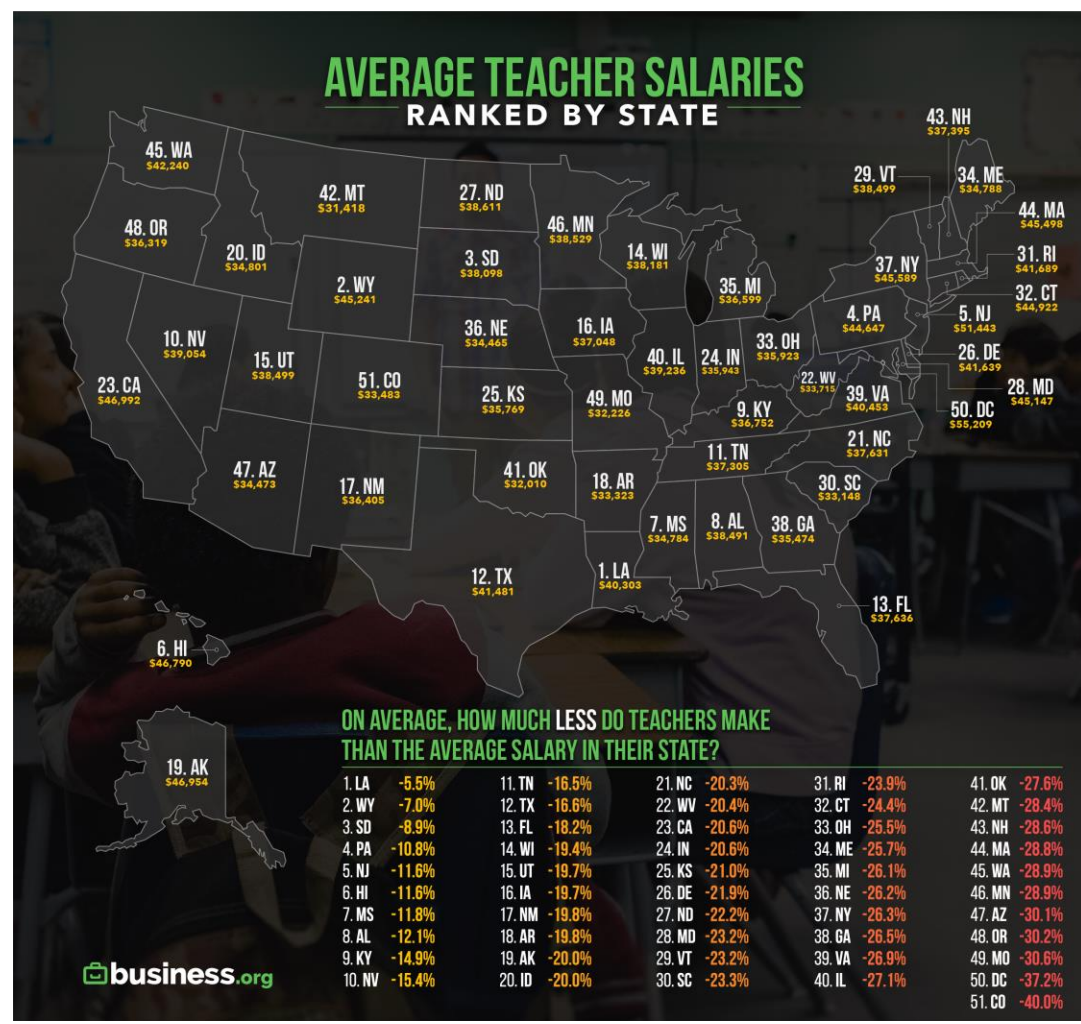
Google Image, 2015-16

Review of Literature

Education has been implemented in us since we were three years old. Those who have been educating us are being paid low for their hard work and dedication. Teacher salaries are determined by many factors. West and Mykerezi (2011) and Winters (2011) described significant factors of how teacher salaries are determined are by their experience and years of education. Salary is also determined by, “the preferences and hence characteristics (such as experience and education) of the median teacher in the district,” (Winters, 2011, p. 749).

There is also research done describing public school teacher salaries compare to other college graduates. Rickman, Wang, & Winters (2016) described how wide the gaps are between public school teacher salaries compared to college graduates. There is also a “gap between local labor market wages and the regulated wages paid to teachers” (Britton and Propper, 2016, p.75).

Public school teacher salaries are different across the U.S and vary by school funding. Rickman, Wang, & Winters (2016) explained how those states paying public school teachers low can affect hiring. As shown, “the few studies that do examine the effects of teacher salaries in nearby districts analyze individual states,” (Winters, 2011, p.748).



Google Image, 2019

Results

- Recommend more equal structure and higher pay for public school teachers and future educators
- Public school teachers are not all paid the same within each other
- Public school teachers earn lower salaries compared to any other professions
- Public teacher salaries are different nationwide and depend on school funding

Table 1. Coefficients of Teacher Characteristics, 2009 to 2011 American Community Survey.

Variables	Regression coefficients		β coefficients	
			Male	Female
	(1)	(2)	(3)	(4)
Age 25–30	0.265* (11.44)	0.195* (19.65)	.0094	.0051
Age 31–35	0.370* (15.91)	0.295* (29.20)	.0122	.0049
Age 36–40	0.466* (20.01)	0.367* (35.83)	.0124	.0088
Age 41–45	0.503* (21.48)	0.407* (39.15)	.0119	.0074
Age 46–50	0.558* (23.78)	0.442* (42.67)	.0122	.0077
Age 51–55	0.583* (24.77)	0.495* (48.57)	.0157	.0085
Age 56–60	0.600* (25.32)	0.524* (51.28)	.0198	.0128
Age 61–65	0.548* (21.83)	0.518* (46.45)	.0135	.0087
Hispanic origin	0.00133 (0.126)	0.00844 (1.308)	.0001	.0005
Black or African American	−0.0578* (−4.963)	−0.0211* (−3.742)	−.0034	−.0013
Asian	0.0145 (0.795)	−0.0115 (−0.928)	.0002	−.0001
Other nonwhite	−0.0170 (−0.916)	−0.0318* (−2.944)	−.0004	−.0006
Master's degree+	0.157* (33.99)	0.174* (35.32)	.0198	.0258
40–47 Weeks	0.145* (10.56)	0.122* (17.68)	.0085	.0075
48–49 Weeks	0.135* (6.633)	0.117* (10.19)	.0014	.0009
50+ Weeks	0.193* (15.43)	0.155* (24.68)	.0118	.0106
40 Hours	−0.00497 (−0.695)	0.0337* (7.997)	−.0003	.0020
41–48 Hours	0.0380* (4.490)	0.0663* (13.64)	.0014	.0022
49–59 Hours	0.0576* (7.667)	0.0639* (13.85)	.0033	.0033
60+ Hours	0.102* (7.400)	0.0551* (5.206)	.0015	.0004
Have child	0.0314* (5.386)	−0.0249* (−8.076)	.0018	−.0010
Have child five years	0.00202 (0.322)	0.0402* (10.27)	.0001	.0011
English at home	0.0290* (2.944)	0.0143** (2.441)	.0015	.0008
English poor	0.0329 (0.573)	−0.0286 (−0.861)	.0001	.0000
Married	0.0380* (6.097)	0.00711** (2.393)	.0022	.0004
Secondary schoolteacher	0.0237* (5.244)	0.0182* (5.566)	.0013	.0004
State fixed effects	Y	Y		
Observations	21,070	66,671		
R ²	.362	.341		

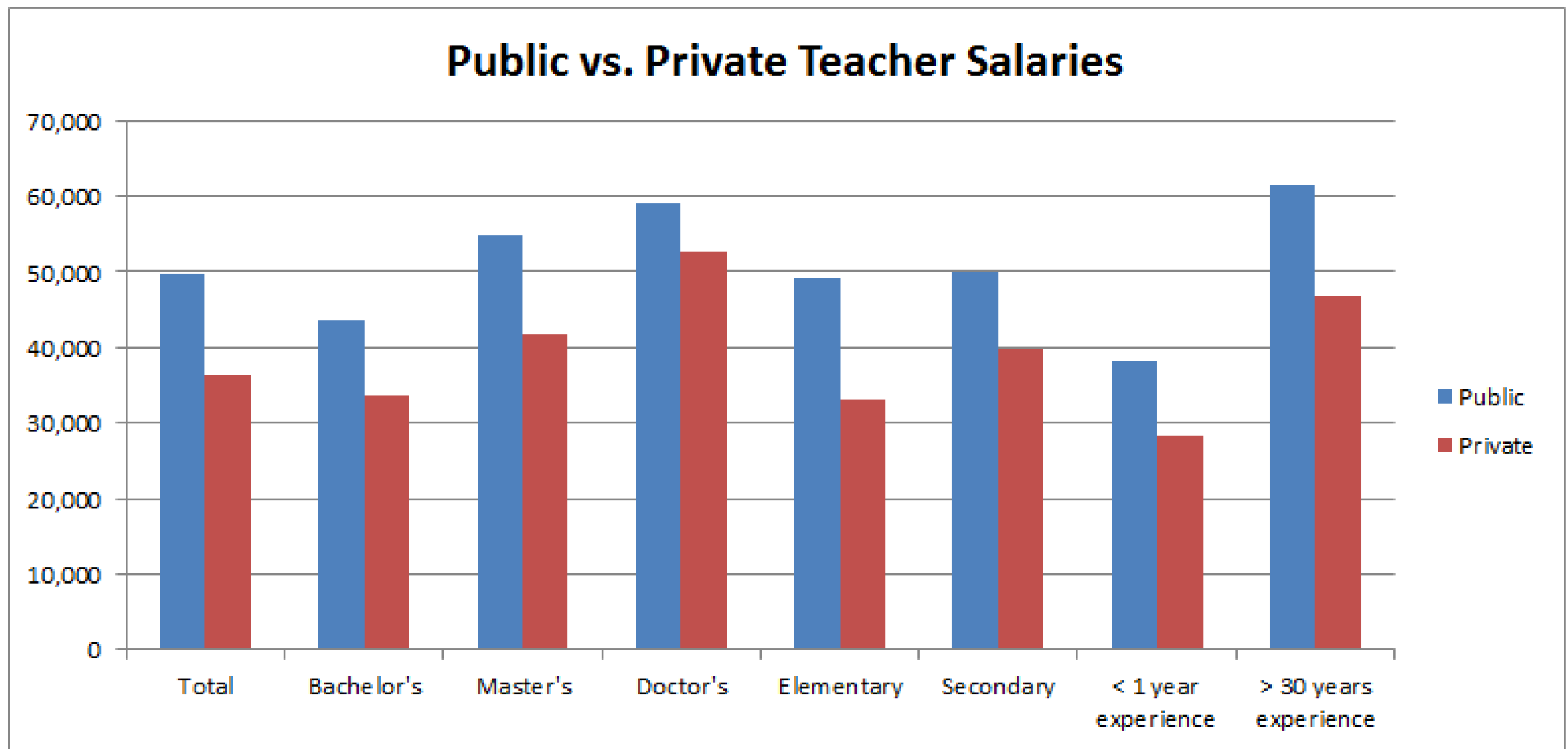
Note: Robust t statistics in parentheses.
*p < .01.
**p < .05.

Limitations

Some limitations I had in researching was that although there were many articles showing evidence, it was hard finding articles that showed different views than what I was looking for. I had to read and go through many articles to find exactly what I was looking for. Some articles were extremely repetitive, and some also showed a lot of unnecessary information for my research.

Conclusion

The research conducted has shown that Public school teacher salaries currently, including future educator salaries, are determined by many factors, creating a negative impact on how teachers afford a living. This is causing many of those considering to become future educators to reconsider other majors. Due to reconsideration less and less people are graduating as teachers causing many vacant spots in schools.



Google Image, 2013

American Community Survey 2009-2011

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