

Table 1. Entry-Year Summary Statistics for Orleans Parish Teachers (Fall 2007 to 2015)

	All Teachers	By Length of Employment in Orleans Parish 2007 to 2015		
		0-2 years	3-5 years	> 5 years
<i>Entry-Year Salary</i>				
Base salary	42031 (4478)	42103 (4517)	42215 (4442)	40364 (3629)
Extra pay	1581 (1783)	1455 (1646)	2224 (2307)	2402 (1638)
Received extra pay	0.120	0.129	0.111	0.018
<i>Entry-year teacher preparation</i>				
masters degree	0.175	0.168	0.201	0.201
teaching certificate	0.623	0.620	0.657	0.562
SPED certificate	0.123	0.121	0.140	0.112
STEM certificate	0.176	0.184	0.162	0.101
TNTP or TFA participant	0.338	0.354	0.315	0.183
<i>Teacher demographics</i>				
Female	0.704	0.697	0.729	0.734
Black	0.322	0.302	0.356	0.515
Hispanic	0.033	0.036	0.026	0.012
Other race	0.036	0.038	0.030	0.018
Orleans Parish college grad	0.137	0.116	0.197	0.260
Other Louisiana college grad	0.091	0.084	0.100	0.160
College graduation year	2006.1 (7.3)	2006.7 (7.2)	2005.3 (7.0)	2002.4 (7.0)
<i>School characteristics</i>				
Teacher retention rate	40.2 (27.0)	41.6 (26.1)	36.6 (28.4)	30.7 (32.4)
Median teacher experience	3.6 (4.3)	3.5 (4.2)	3.7 (4.5)	4.2 (4.9)
Enrollment	459.6 (249.6)	457.3 (247.1)	463.5 (256.0)	480.8 (265.2)
% free lunch	80.1 (17.0)	79.8 (17.4)	81.9 (15.5)	78.9 (14.9)
% sped	9.4 (4.6)	9.7 (4.7)	8.7 (3.8)	7.2 (3.7)
% English language learner	2.8 (6.0)	3.0 (6.2)	1.9 (5.2)	2.0 (4.6)
% gifted	2.7 (6.3)	2.6 (5.7)	2.9 (7.0)	4.3 (11.4)
School performance score	61.9 (33.1)	63.3 (31.8)	60.5 (35.1)	46.0 (40.4)
F-graded school	0.200	0.183	0.236	0.325
N	3231	2520	542	169

Notes: Author calculations from administrative data of means (sd). Includes entry-level teachers fall 2007 to fall 2015. Included teachers were employed for the first time in Louisiana public schools and were teaching full-time in an Orleans Parish publicly-funded school.

Table 2. Estimates of Salary (not logged) with Typical CBA Variables

	Entry Year Only			Panel Data		
	(1)	(2)	(3)	(4)	(5)	(6)
Academic year fixed effects	x	x	x	x	x	x
School fixed effect			x			x
Constant	40483.74* (386.14)	40377.77* (384.35)	41402.05* (436.36)	40394.55* (407.36)	40491.37* (400.36)	40570.53* (356.67)
<i>CBA variables</i>						
graduate degree	2535.88* (253.17)	2141.71* (248.94)	1948.01* (236.34)	1608.26* (211.36)	1648.54* (209.00)	1700.94* (186.20)
teaching certificate	-1737.05* (314.61)	-894.89* (280.28)	-84.22 (225.77)	-1256.23* (316.27)	-1420.28* (313.59)	-275.07 (218.69)
secondary school only	478.81 (481.81)	592.15 (489.96)	-577.70 (1002.16)	304.02 (662.45)	346.47 (647.38)	-787.63 (466.05)
<i>Additional teacher prep</i>						
SPED certificate		-31.70 (213.43)	-179.09 (208.46)	676.49* (257.65)	630.19* (252.62)	324.81 (195.80)
STEM certificate		195.32 (225.12)	434.90* (176.42)	241.85 (220.57)	226.49 (218.65)	464.42* (161.50)
TNTP/TFA participant		-1794.73* (230.94)	-2157.00* (263.52)	-664.42* (260.65)	-664.77* (264.98)	-1626.55* (195.20)
<i>Experience</i>						
experience				1009.39* (81.16)	2329.58* (176.23)	2164.58* (161.40)
experience - squared					-238.97* (26.08)	-189.03* (21.59)
<i>Academic Year</i>						
2008	1666.59* (502.97)	1932.27* (499.62)	1609.49* (381.73)	4426.91* (441.38)	3869.09* (409.37)	3971.19* (415.96)
2009	2353.67* (555.58)	2600.80* (557.58)	1871.72* (443.76)	3858.19* (465.85)	3026.69* (449.32)	3141.94* (413.41)
2010	2927.58* (467.21)	3252.67* (477.02)	2050.33* (418.63)	3159.33* (419.09)	2260.35* (428.67)	2164.88* (311.15)
2011	3079.78* (404.37)	3357.86* (398.77)	2112.76* (451.29)	3183.53* (416.69)	2391.88* (426.05)	2145.68* (336.36)
2012	3148.69* (442.72)	3367.19* (438.79)	1948.56* (445.73)	3130.08* (389.76)	2363.13* (394.74)	1933.05* (386.23)
2013	2021.80* (491.94)	2342.02* (484.32)	786.67 (543.16)	3278.09* (409.12)	2630.67* (403.95)	2168.15* (477.34)
2014	2201.62* (543.56)	2400.26* (527.26)	466.45 (549.74)	3421.84* (380.46)	2858.16* (380.34)	2175.43* (552.21)
2015	2334.86* (390.23)	2478.53* (384.65)	864.84 (517.13)	3549.74* (354.14)	3127.01* (355.66)	2459.69* (487.83)
N observations	3231	3231	3231	7575	7575	7575
N unique teachers	3231	3231	3231	3231	3231	3231
N schools	133	133	133	136	136	136
R-squared	0.144	0.168	0.137	0.205	0.237	0.299

Notes: OLS coefficients (se) from estimation of teacher base salary (not logged) to replicate the prior Orleans Parish School Board salary schedule. Regressions include entry year (columns 1-3) or annual (columns 4-9) teacher observations from Fall 2007 to 2015. Included teachers entered teaching between 2007 and 2015 and were employed full-time in an Orleans Parish publicly-funded school. Experience reflects years of employment as an Orleans Parish public school teacher only. Standard errors are robust to clustering within schools. * p<0.05

Table 3. Hedonic Wage Estimates of Entry-Year Salary (ln) with Teacher Characteristics and School Conditions

	Entry Year Base Salary			Entry Year Total Salary		
	(1)	(2)	(3)	(4)	(5)	(6)
Academic year fixed effects	x	x	x	x	x	x
School fixed effects			x			x
Constant	10.5716* (0.0103)	10.5164* (0.0309)	10.6136* (0.0294)	10.5735* (0.0101)	10.5185* (0.0308)	10.6142* (0.0304)
<i>CBA variables</i>						
graduate degree	0.0344* (0.0056)	0.0322* (0.0056)	0.0285* (0.0051)	0.0375* (0.0058)	0.0353* (0.0059)	0.0305* (0.0053)
teaching certificate	-0.0073 (0.0062)	-0.0010 (0.0057)	0.0010 (0.0054)	-0.0078 (0.0063)	-0.0010 (0.0058)	0.0012 (0.0054)
secondary school only	0.0121 (0.0112)	0.0076 (0.0110)	-0.0220 (0.0199)	0.0097 (0.0114)	0.0058 (0.0110)	-0.0218 (0.0199)
<i>Additional teacher prep</i>						
SPED certificate	-0.0030 (0.0050)	-0.0081 (0.0050)	-0.0068 (0.0047)	-0.0013 (0.0050)	-0.0065 (0.0050)	-0.0058 (0.0047)
STEM certificate	0.0093 (0.0053)	0.0143* (0.0053)	0.0151* (0.0041)	0.0080 (0.0055)	0.0134* (0.0054)	0.0146* (0.0043)
TNTP/TFA participant	-0.0295* (0.0049)	-0.0353* (0.0050)	-0.0349* (0.0053)	-0.0294* (0.0052)	-0.0360* (0.0053)	-0.0355* (0.0055)
<i>Teacher demographics</i>						
Female	0.0056 (0.0038)	0.0053 (0.0039)	0.0046 (0.0035)	0.0057 (0.0038)	0.0053 (0.0038)	0.0045 (0.0035)
Black	-0.0044 (0.0044)	-0.0044 (0.0040)	-0.0041 (0.0034)	-0.0026 (0.0045)	-0.0026 (0.0040)	-0.0022 (0.0036)
Hispanic	-0.0080 (0.0112)	-0.0067 (0.0110)	-0.0017 (0.0086)	-0.0084 (0.0107)	-0.0069 (0.0105)	-0.0025 (0.0087)
Other race	-0.0073 (0.0102)	-0.0110 (0.0102)	-0.0103 (0.0094)	-0.0091 (0.0103)	-0.0128 (0.0102)	-0.0114 (0.0094)
Orleans Parish college	-0.0141* (0.0049)	-0.0075 (0.0043)	-0.0024 (0.0035)	-0.0149* (0.0048)	-0.0080 (0.0043)	-0.0033 (0.0035)
Louisiana college - other parish	-0.0226* (0.0056)	-0.0151* (0.0062)	-0.0106 (0.0056)	-0.0246* (0.0058)	-0.0165* (0.0063)	-0.0108 (0.0058)
Years post college	0.0035* (0.0005)	0.0036* (0.0005)	0.0037* (0.0004)	0.0034* (0.0005)	0.0035* (0.0005)	0.0036* (0.0004)
<i>School conditions</i>						
Teacher retention rate		-0.0008* (0.0002)	-0.0008* (0.0001)		-0.0008* (0.0002)	-0.0008* (0.0001)
Median teacher experience		-0.0018* (0.0009)	0.0004 (0.0010)		-0.0021* (0.0009)	0.0003 (0.0010)
Enrollment		0.0012 (0.0017)	-0.0048* (0.0021)		0.0005 (0.0017)	-0.0050* (0.0020)
% free lunch		0.0002 (0.0003)	-0.0002 (0.0003)		0.0002 (0.0003)	-0.0002 (0.0003)
% special education		0.0029* (0.0010)	0.0005 (0.0013)		0.0028* (0.0010)	0.0001 (0.0015)
% gifted		-0.0002 (0.0007)	0.0008 (0.0007)		-0.0001 (0.0007)	0.0008 (0.0008)
School performance score		0.0006* (0.0002)	0.0004 (0.0002)		0.0006* (0.0002)	0.0004* (0.0002)
N observations	3231	3231	3231	3231	3231	3231
N unique teachers	3231	3231	3231	3231	3231	3231
N schools	133	133	133	133	133	133
R-squared	0.201	0.250	0.197	0.205	0.256	0.196

Notes: Coefficients (se) from estimation of teacher base salary (logged) and total salary (logged). Total salary includes any extra pay or performance bonuses for both teaching and non-teaching duties. Regressions include entry year teacher observations from fall 2007 to 2015 for new teachers employed full-time in an Orleans Parish publicly-funded school. Standard errors are robust to clustering within schools. * p<0.05

Table 4. Regression Estimates of Returns to Experience

	All Teachers			All Teachers			All Teachers			Employed 5 or More Years			Exclude Moves Due to Closure			Exclude All Employment Moves		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Academic year fixed effects	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
School fixed effects				x	x	x												
Teacher fixed effects							x	x	x	x	x	x	x	x	x	x	x	x
Constant	10.5922* (0.0060)	10.6079* (0.0074)	10.5923* (0.0240)	10.5976* (0.0072)	10.6026* (0.0083)	10.5669* (0.0250)	10.6221* (0.0028)	10.6306* (0.0055)	10.5724* (0.0156)	10.5919* (0.0066)	10.5957* (0.0113)	10.5323* (0.0331)	10.6225* (0.0028)	10.6305* (0.0054)	10.5755* (0.0160)	10.6279* (0.0030)	10.6310* (0.0062)	10.6051* (0.0193)
<i>Experience</i>																		
experience	0.0501* (0.0038)	0.0535* (0.0039)	0.0553* (0.0037)	0.0491* (0.0034)	0.0510* (0.0036)	0.0515* (0.0036)	0.0574* (0.0018)	0.0589* (0.0019)	0.0570* (0.0020)	0.0784* (0.0084)	0.0797* (0.0084)	0.0731* (0.0084)	0.0571* (0.0018)	0.0585* (0.0019)	0.0564* (0.0021)	0.0643* (0.0020)	0.0649* (0.0021)	0.0636* (0.0025)
experience-squared	-0.0051* (0.0006)	-0.0054* (0.0006)	-0.0053* (0.0005)	-0.0041* (0.0005)	-0.0044* (0.0005)	-0.0045* (0.0005)	-0.0040* (0.0003)	-0.0041* (0.0003)	-0.0038* (0.0003)	-0.0067* (0.0011)	-0.0068* (0.0012)	-0.0059* (0.0011)	-0.0039* (0.0003)	-0.0040* (0.0003)	-0.0037* (0.0003)	-0.0046* (0.0004)	-0.0047* (0.0004)	-0.0044* (0.0004)
<i>Teacher prep</i>																		
masters degree		0.0401* (0.0051)	0.0435* (0.0046)		0.0437* (0.0042)	0.0435* (0.0042)		0.0138* (0.0065)	0.0112 (0.0064)		0.0171 (0.0118)	0.0134 (0.0120)		0.0161* (0.0071)	0.0137 (0.0071)		0.0171* (0.0074)	0.0141 (0.0072)
teaching certificate		-0.0373* (0.0067)	-0.0320* (0.0063)		-0.0222* (0.0058)	-0.0222* (0.0058)		-0.0181* (0.0069)	-0.0150* (0.0068)		-0.0178 (0.0166)	-0.0116 (0.0158)		-0.0182* (0.0070)	-0.0154* (0.0069)		-0.0104 (0.0076)	-0.0086 (0.0076)
SPED certificate		0.0124* (0.0057)	0.0078 (0.0051)		0.0048 (0.0045)	0.0049 (0.0045)		-0.0165 (0.0103)	-0.0115 (0.0098)		0.0193 (0.0215)	0.0272 (0.0197)		-0.0158 (0.0105)	-0.0107 (0.0100)		-0.0052 (0.0122)	0.0007 (0.0120)
STEM certificate		0.0038 (0.0052)	0.0038 (0.0044)		0.0022 (0.0033)	0.0025 (0.0033)		0.0120 (0.0175)	0.0160 (0.0168)		0.0028 (0.0254)	0.0092 (0.0243)		0.0121 (0.0178)	0.0173 (0.0170)		0.0055 (0.0215)	0.0114 (0.0204)
<i>School conditions</i>																		
Teacher retention rate			-0.0004* (0.0001)			-0.0002 (0.0001)			0.0000 (0.0001)			0.0001 (0.0001)			0.0001 (0.0001)			0.0001 (0.0001)
Median teacher experience			-0.0022* (0.0009)			0.0009 (0.0012)			-0.0016* (0.0006)			-0.0040* (0.0012)			-0.0018* (0.0006)			-0.0017* (0.0007)
Enrollment			-0.0000 (0.0000)			-0.0000 (0.0000)			-0.0000 (0.0000)			0.0001* (0.0000)			-0.0009 (0.0010)			-0.0000* (0.0000)
% free lunch			0.0000 (0.0002)			0.0004 (0.0002)			0.0007* (0.0001)			0.0006* (0.0003)			0.0007* (0.0001)			0.0006* (0.0002)
% special education			0.0036* (0.0009)			-0.0005 (0.0010)			0.0023* (0.0005)			0.0035* (0.0012)			0.0024* (0.0005)			0.0014* (0.0006)
% gifted			0.0000 (0.0007)			-0.0004 (0.0008)			-0.0001 (0.0005)			0.0008 (0.0007)			-0.0000 (0.0005)			-0.0003 (0.0006)
School performance score			0.0000 (0.0002)			0.0001 (0.0002)			-0.0002* (0.0001)			-0.0005* (0.0002)			-0.0002* (0.0001)			-0.0003* (0.0001)
N observations	7575	7575	7575	7575	7575	7575	7575	7575	7575	1075	1075	1075	7420	7420	7420	6715	6715	6715
N teachers	3231	3231	3231	3231	3231	3231	3231	3231	3231				3204	3204	3204	3231	3231	3231
N schools	136	136	136	136	136	136	136	136	136	169	169	169						
R-squared	0.196	0.234	0.274	0.246	0.281	0.283	0.418	0.421	0.439	0.424	0.428	0.469	0.423	0.427	0.446	0.478	0.479	0.495

Notes: Regression coefficients (se) from estimation of teacher base salary (logged). Regressions include annual teacher observations from fall 2007 to 2015. Included teachers entered teaching between 2007 and 2015 and were employed full-time in an Orleans Parish publicly-funded school. Experience reflects years of employment as an Orleans Parish public school teacher only. Columns 10-12 include only teachers who remained employed in Orleans Parish for 5 or more years. Columns 13-15 omit teachers in years when they changed employment after their school was closed, chartered, rechartered, or taken over. Columns 15-18 omit teachers in years where they changed employment for any reason. Standard errors are robust to clustering within schools for columns 1-6 and robust for columns 7-18. * p<0.05

Table 5. Estimates of Entry-Year Teacher Salary by Classroom Assignments and Student Characteristics

	Teachers of Grades K-8					Teachers of Grades 9-12				
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Academic year fixed effects	x	x	x	x	x	x	x	x	x	x
Controls for teacher prep					x					x
Constant	10.6454*	10.6811*	10.6837*	10.6672*	10.6850*	10.6661*	10.5978*	10.6040*	10.5882*	10.6260*
	(0.0081)	(0.0172)	(0.0175)	(0.0310)	(0.0292)	(0.0120)	(0.0326)	(0.0325)	(0.0433)	(0.0425)
<i>Teaching Assignments</i>										
tested subject	0.0229*		-0.0058	-0.0065	0.0095					
	(0.0056)		(0.0073)	(0.0108)	(0.0101)					
STEM courses						-0.0250*		-0.0264*	-0.0218*	-0.0278
						(0.0098)		(0.0098)	(0.0102)	(0.0152)
CTE courses						-0.0191		-0.0190	-0.0201	-0.0176
						(0.0127)		(0.0126)	(0.0129)	(0.0124)
AP courses						0.0818		0.1044	0.1043	0.0796
						(0.0568)		(0.0566)	(0.0565)	(0.0543)
<i>Characteristics of Students</i>										
% frpl		-0.0001	-0.0001	-0.0001	0.0001		0.0007	0.0008*	0.0007	0.0007
		(0.0002)	(0.0002)	(0.0003)	(0.0003)		(0.0004)	(0.0004)	(0.0004)	(0.0004)
% sped		-0.0006*	-0.0006*	-0.0007*	-0.0005*		0.0003	0.0003	0.0007	0.0010*
		(0.0002)	(0.0002)	(0.0002)	(0.0002)		(0.0003)	(0.0003)	(0.0004)	(0.0004)
% gt		-0.0013*	-0.0013*	-0.0025*	-0.0017*		-0.0006	-0.0008	-0.0015	-0.0015
		(0.0005)	(0.0005)	(0.0007)	(0.0006)		(0.0007)	(0.0007)	(0.0008)	(0.0008)
% proficient last year				0.0007*	0.0006*				0.0005	0.0003
				(0.0002)	(0.0002)				(0.0003)	(0.0003)
N observations	1531	1144	1144	678	678	413	413	413	388	388
N teachers	1531	1144	1144	678	678	413	413	413	388	388
N schools	107	85	85	81	81	42	42	42	40	40
R-squared	0.023	0.035	0.036	0.071	0.244	0.118	0.115	0.143	0.138	0.233

Notes: Regressions include entry year teacher observations from fall 2009 to 2014. Included teachers were employed full-time in an Orleans Parish publicly-funded school with reported teaching assignments. Columns 4, 5, 9, and 10 are restricted to teachers with students with baseline test proficiency scores in the prior school year. Controls variables for teacher prep (not shown) are indicators for masters degree, teaching certificate, STEM and SPED specialist certificates, and TFA/TNTP participation. * p<0.05

App 2. Estimates of Entry-Year Teacher Salary by Classroom Assignments and Student Characteristics with School Fixed Effects

	Grades K-8					Grade 9-12				
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Academic year fixed effects	x	x	x	x	x	x	x	x	x	x
School fixed effects	x	x	x	x	x	x	x	x	x	x
Controls for teacher prep					x					x
Constant	10.6472*	10.6804*	10.6767*	10.6905*	10.7089*	10.6837*	10.6517*	10.6590*	10.6863*	10.6992*
	(0.0077)	(0.0247)	(0.0252)	(0.0397)	(0.0363)	(0.0107)	(0.0370)	(0.0372)	(0.0503)	(0.0487)
<i>Teaching Assignments</i>										
tested subject	0.0290*		0.0049	-0.0034	0.0120					
	(0.0053)		(0.0068)	(0.0102)	(0.0095)					
STEM courses						-0.0210*		-0.0187*	-0.0150	-0.0229
						(0.0082)		(0.0082)	(0.0086)	(0.0127)
CTE courses						-0.0128		-0.0102	-0.0136	-0.0123
						(0.0113)		(0.0113)	(0.0118)	(0.0113)
AP courses						0.0387		0.0465	0.0400	0.0202
						(0.0461)		(0.0461)	(0.0460)	(0.0443)
<i>Characteristics of Students</i>										
% frpl		-0.0001	-0.0001	0.0001	0.0001		0.0003	0.0003	-0.0002	-0.0002
		(0.0003)	(0.0003)	(0.0004)	(0.0004)		(0.0004)	(0.0004)	(0.0005)	(0.0005)
% sped		-0.0007*	-0.0007*	-0.0010*	-0.0006*		0.0006*	0.0005*	0.0006	0.0008*
		(0.0002)	(0.0002)	(0.0002)	(0.0002)		(0.0002)	(0.0002)	(0.0003)	(0.0004)
% gt		-0.0001	-0.0001	0.0001	0.0006		-0.0003	-0.0002	0.0000	0.0004
		(0.0006)	(0.0006)	(0.0008)	(0.0008)		(0.0009)	(0.0009)	(0.0010)	(0.0009)
% proficient last year				-0.0001	0.0000				0.0002	0.0000
				(0.0003)	(0.0002)				(0.0004)	(0.0004)
N observations	1531	1144	1144	678	678	413	413	413	388	388
N teachers	1531	1144	1144	678	678	413	413	413	388	388
N schools	107	85	85	81	81	42	42	42	40	40
R-squared	0.045	0.062	0.062	0.075	0.257	0.047	0.047	0.065	0.054	0.155

Notes: Regressions include entry year teacher observations from fall 2009 to 2014. Included teachers were employed full-time in an Orleans Parish publicly-funded school with reported teaching assignments. Columns 4, 5, 9, and 10 are restricted to teachers with students with baseline test proficiency scores in the prior school year. Controls variables for teacher prep (not shown) are indicators for masters degree, teaching certificate, STEM and SPED specialist certificates, and TFA/TNTP participation. * p<0.05

Table 6. Panel Data Estimates of Teacher Salary, Receiving Extra Pay, and Amount of Extra Pay by Classroom Assignments and Student Characteristics (School Fixed Effects)

	Grades K-8								Grades 9-12							
	Base Salary		Prob. Received Extra Pay		Amount of Extra Pay		Base Salary		Prob. Received Extra Pay		Amount of Extra Pay					
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Academic year fixed effects	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
School fixed effects	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Controls for teacher prep			x	x	x	x	x	x			x	x	x	x	x	x
Control of student proficiency				x		x		x				x		x		x
Constant	10.6389* (0.0046)	10.6452* (0.0136)	10.6448* (0.0138)	10.6479* (0.0200)	0.0488 (0.0445)	-0.0102 (0.0654)	8.3770* (0.6580)	6.9806* (0.9335)	10.6568* (0.0067)	10.6386* (0.0202)	10.6430* (0.0203)	10.6119* (0.0259)	0.1246* (0.0495)	0.1248 (0.0681)	6.6221* (0.7995)	6.8472* (0.8880)
<i>Teaching Assignments</i>																
tested subject	0.0163* (0.0031)		0.0006 (0.0039)	0.0131* (0.0054)	0.0122 (0.0124)	0.0394* (0.0175)	0.1892 (0.1147)	0.2356 (0.1641)								
STEM courses									-0.0110* (0.0046)	-0.0112* (0.0046)	-0.0149 (0.0078)	0.0031 (0.0112)	-0.0515* (0.0204)	-0.1385 (0.1298)	-0.1797 (0.2133)	
CTE courses									-0.0025 (0.0065)	-0.0026 (0.0065)	-0.0042 (0.0063)	-0.0044 (0.0159)	-0.0108 (0.0166)	0.1653 (0.1852)	0.1017 (0.1944)	
AP courses									0.0386* (0.0128)	0.0385* (0.0130)	0.0322* (0.0123)	-0.0364 (0.0317)	-0.0419 (0.0323)	-0.4327 (0.3811)	-0.4829 (0.3920)	
<i>Characteristics of Students</i>																
% frpl		0.0002 (0.0001)	0.0002 (0.0001)	0.0004 (0.0002)	0.0001 (0.0005)	-0.0000 (0.0006)	-0.0126 (0.0069)	-0.0049 (0.0097)		0.0002 (0.0002)	0.0002 (0.0002)	0.0004 (0.0003)	0.0002 (0.0006)	0.0003 (0.0007)	0.0113 (0.0088)	0.0079 (0.0097)
% sped		-0.0003* (0.0001)	-0.0003* (0.0001)	-0.0004* (0.0001)	0.0001 (0.0003)	0.0008 (0.0005)	0.0021 (0.0026)	0.0150* (0.0052)		-0.0000 (0.0001)	-0.0000 (0.0001)	0.0001 (0.0002)	-0.0002 (0.0003)	0.0002 (0.0006)	-0.0071 (0.0039)	-0.0029 (0.0059)
% gt		0.0002 (0.0003)	0.0002 (0.0003)	0.0007* (0.0003)	-0.0007 (0.0010)	-0.0008 (0.0011)	0.0168 (0.0283)	0.0052 (0.0375)		0.0002 (0.0004)	-0.0000 (0.0004)	0.0001 (0.0004)	-0.0011 (0.0011)	-0.0012 (0.0011)	-0.0352 (0.0340)	-0.0419 (0.0352)
% proficient last year				-0.0001 (0.0001)		0.0013* (0.0004)		0.0182* (0.0051)				0.0003 (0.0002)		0.0006 (0.0005)		0.0010 (0.0065)
<i>Experience</i>																
experience	0.0466* (0.0024)	0.0413* (0.0025)	0.0412* (0.0025)	0.0447* (0.0032)	0.0284* (0.0081)	0.0236* (0.0105)	0.2798* (0.0804)	0.2777* (0.1085)	0.0374* (0.0036)	0.0375* (0.0036)	0.0373* (0.0036)	0.0357* (0.0035)	0.0243* (0.0087)	0.0268* (0.0093)	0.3663* (0.1030)	0.3800* (0.1121)
experience-squared	-0.0042* (0.0004)	-0.0034* (0.0005)	-0.0034* (0.0005)	-0.0042* (0.0006)	-0.0045* (0.0015)	-0.0030 (0.0019)	-0.0373* (0.0155)	-0.0306 (0.0203)	-0.0029* (0.0006)	-0.0027* (0.0006)	-0.0029* (0.0006)	-0.0029* (0.0006)	-0.0022 (0.0016)	-0.0023 (0.0016)	-0.0429* (0.0198)	-0.0472* (0.0207)
N observations	4056	3222	3222	1895	3222	1895	490	294	1162	1162	1162	1091	1162	1091	197	193
N teachers	2007	1652	1652	1062	1652	1062	360	221	639	639	639	607	639	607	132	129
N schools	115	99	99	94	99	94	26	25	45	45	45	44	45	44	11	11
R-squared	0.182	0.175	0.175	0.280	0.042	0.046	0.065	0.173	0.228	0.218	0.229	0.301	0.024	0.044	0.256	0.245

Notes: Extra pay may include performance bonuses and/or compensation for extra teaching and non-teaching duties. Regressions include annual teacher observations from 2009 to 2014. Included teachers entered teaching between 2007 and 2014 and were employed full-time in an Orleans Parish publicly-funded school with reported teaching assignments. Specification with controls for student proficiency are restricted to teachers whose students took standardized tests in the prior year. Specifications predicting the amount of extra pay are conditioned on receiving extra pay. Controls variables for teacher prep (not shown) are indicators for masters degree, teaching certificate, and STEM and SPED specialist certificate. * p<0.05

App. Panel Data Estimates of Teacher Salary, Receiving Extra Pay, and Amount of Extra Pay by Classroom Assignments and Student Characteristics (Teacher Fixed Effects)

	Grades K-8								Grades 9-12							
	Base Salary		Prob. Received Extra Pay		Amount of Extra Pay		Base Salary		Prob. Received Extra Pay		Amount of Extra Pay					
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Academic year fixed effects	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
School fixed effects	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Controls for teacher prep			x	x	x	x	x	x			x	x	x	x	x	x
Control of student proficiency				x		x		x				x		x		x
Constant	10.6365*	10.5911*	10.5891*	10.6106*	-0.0128	-0.0605	7.5960*	5.5294*	10.6654*	10.6170*	10.6174*	10.6800*	0.2085*	0.2162	6.0312*	4.4817*
	(0.0042)	(0.0115)	(0.0122)	(0.0218)	(0.0650)	(0.1135)	(0.9922)	(2.1617)	(0.0082)	(0.0204)	(0.0216)	(0.0306)	(0.0854)	(0.1238)	(1.4967)	(1.7315)
<i>Teaching Assignments</i>																
tested subject	0.0152*		0.0030	0.0012	-0.0230	-0.0724	-0.1476	0.9229								
	(0.0045)		(0.0062)	(0.0109)	(0.0327)	(0.0567)	(0.4484)	(1.2748)								
STEM courses									-0.0134	-0.0106	-0.0220	-0.0065	-0.0098	-0.1264	0.0439	
									(0.0150)	(0.0150)	(0.0159)	(0.0594)	(0.0646)	(0.8819)	(0.8866)	
CTE courses									0.0073	0.0075	0.0059	0.0380	0.0416	-0.3810	-0.4353	
									(0.0080)	(0.0080)	(0.0080)	(0.0315)	(0.0323)	(0.4733)	(0.4674)	
AP courses									0.0349*	0.0387*	0.0335*	0.0841	0.0648	0.5796	0.6465	
									(0.0132)	(0.0136)	(0.0134)	(0.0539)	(0.0541)	(0.6526)	(0.6621)	
<i>Characteristics of Students</i>																
% frpl		0.0007*	0.0007*	0.0008*	0.0007	0.0009	-0.0017	0.0069		0.0005*	0.0006*	0.0004	-0.0016	-0.0024*	0.0157	0.0278
		(0.0001)	(0.0001)	(0.0002)	(0.0007)	(0.0009)	(0.0097)	(0.0207)		(0.0002)	(0.0002)	(0.0003)	(0.0009)	(0.0010)	(0.0152)	(0.0162)
% sped		-0.0001	-0.0001	-0.0001	0.0002	-0.0010	-0.0040	-0.0033		0.0001	0.0001	0.0005	-0.0002	0.0012	-0.0095	-0.0032
		(0.0001)	(0.0001)	(0.0002)	(0.0007)	(0.0011)	(0.0066)	(0.0115)		(0.0002)	(0.0002)	(0.0003)	(0.0009)	(0.0012)	(0.0131)	(0.0130)
% gt		-0.0005	-0.0005	-0.0005	-0.0035*	-0.0056*	0.0379	-0.0063		0.0004	0.0002	0.0004	-0.0071*	-0.0080*	-0.0432	-0.0383
		(0.0003)	(0.0003)	(0.0004)	(0.0018)	(0.0019)	(0.0603)	(0.0826)		(0.0004)	(0.0005)	(0.0005)	(0.0018)	(0.0019)	(0.0427)	(0.0430)
% proficient last year				-0.0002		0.0009		0.0160				-0.0005*		0.0010		-0.0022
				(0.0001)		(0.0007)		(0.0097)				(0.0002)		(0.0008)		(0.0100)
<i>Experience</i>																
experience	0.0499*	0.0480*	0.0479*	0.0473*	0.0555*	0.0581*	0.0184	0.2361	0.0345*	0.0376*	0.0368*	0.0375*	0.0433*	0.0437*	0.4125	0.4820*
	(0.0024)	(0.0025)	(0.0026)	(0.0035)	(0.0136)	(0.0182)	(0.1666)	(0.2505)	(0.0039)	(0.0041)	(0.0041)	(0.0042)	(0.0160)	(0.0170)	(0.2238)	(0.2337)
experience-squared	-0.0038*	-0.0031*	-0.0031*	-0.0026*	-0.0043*	-0.0040	-0.0138	-0.0416	-0.0023*	-0.0021*	-0.0023*	-0.0017*	0.0002	-0.0008	-0.0788*	-0.0904*
	(0.0004)	(0.0004)	(0.0004)	(0.0005)	(0.0021)	(0.0028)	(0.0290)	(0.0474)	(0.0006)	(0.0006)	(0.0006)	(0.0006)	(0.0024)	(0.0026)	(0.0391)	(0.0391)
N observations	4056	3222	3222	1895	3222	1895	490	294	1162	1162	1162	1091	1162	1091	197	193
N teachers	2007	1652	1652	1062	1652	1062	360	221	639	639	639	607	639	607	132	129
N schools	115	99	99	94	99	94	26	25	45	45	45	44	45	44	11	11
R-squared	0.283	0.306	0.306	0.315	0.069	0.085	0.022	0.237	0.294	0.290	0.303	0.363	0.127	0.163	0.383	0.479

Notes: Extra pay may include performance bonuses and/or compensation for extra teaching and non-teaching duties. Regressions include annual teacher observations from 2009 to 2014. Included teachers entered teaching between 2007 and 2014 and were employed full-time in an Orleans Parish publicly-funded school with reported teaching assignments. Specification with controls for student proficiency are restricted to teachers whose students took standardized tests in the prior year. Specifications predicting the amount of extra pay are conditioned on receiving extra pay. Controls variables for teacher prep (not shown) are indicators for masters degree, teaching certificate, and STEM and SPED specialist certificate. * p<0.05

Table 7. Panel Data Estimates of Teacher Salary, Receiving Extra Pay, and Amount of Extra Pay by Test-Based Performance Measures

Panel A: Percent Proficient

	Base Salary			Received Extra Pay			Amount of Extra Pay		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
last year performance	0.0386*		0.0339*	0.0416		0.0835	0.5028		0.3474
	(0.0136)		(0.0154)	(0.0427)		(0.0500)	(0.4213)		(0.5052)
current year performance		0.0418*	0.0312		0.1854*	0.1592*		0.9229	0.8050
		(0.0183)	(0.0189)		(0.0596)	(0.0616)		(0.5642)	(0.5907)
N observations	1156	986	986	1156	986	986	199	173	173
N teachers	697	591	591	697	591	591	152	130	130
N schools	98	93	93	98	93	93	29	27	27
R-squared	0.046	0.042	0.047	0.039	0.051	0.054	0.063	0.081	0.084

Panel B: Average Test Score

	Base Salary			Received Extra Pay			Amount of Extra Pay		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
last year performance	0.0145*		0.0112*	0.0045		0.0139	0.1827		0.0404
	(0.0049)		(0.0057)	(0.0152)		(0.0183)	(0.1261)		(0.1688)
current year performance		0.0118	0.0068		0.0498*	0.0436*		0.2802	0.2535
		(0.0061)	(0.0066)		(0.0199)	(0.0215)		(0.2013)	(0.2309)
N observations	1231	1055	1055	1231	1055	1055	218	187	187
N teachers	740	631	631	740	631	631	167	141	141
N schools	99	93	93	99	93	93	29	27	27
R-squared	0.044	0.040	0.044	0.038	0.047	0.048	0.093	0.094	0.095

Panel C: Value-added Measure

	Base Salary			Received Extra Pay			Amount of Extra Pay		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
last year performance	0.0003*		0.0003*	0.0001		0.0003	0.0035		0.0047
	(0.0001)		(0.0001)	(0.0004)		(0.0004)	(0.0036)		(0.0042)
current year performance		0.0003*	0.0002		0.0010*	0.0009		0.0068	0.0052
		(0.0001)	(0.0001)		(0.0004)	(0.0005)		(0.0041)	(0.0043)
N observations	844	712	712	844	712	712	150	131	131
N teachers	506	428	428	506	428	428	116	99	99
N schools	84	67	67	84	67	67	27	22	22
R-squared	0.029	0.028	0.034	0.053	0.073	0.074	0.039	0.080	0.091

Notes: Extra pay may include performance bonuses and/or compensation for extra teaching and non-teaching duties. Regressions include annual teacher observations from 2009 to 2014. Included teachers entered teaching between 2007 and 2014 and were employed full-time in an Orleans Parish publicly-funded school. Estimates with last year performance measures are based on student performance in the prior year states tests administered in grades 3-8 in ELA, math, social studies, sciences. Teachers are included only if they have observable test scores in the prior year. Regressions that include current year performance include teachers with observable test score in both the prior and current year. Estimates of teacher *vam*, which require prior year student test scores, are for grades 4-8 only. All specifications include school fixed effects and academic year fixed effects. * $p < 0.05$

App. Summary Statistics for Teacher x Year Observations in Analytic Subgroups

	Teacher Subgroup			
	Student Demographics	Teacher Value-Added Score	Student Proficiency Rate	Average Student Test Score
<i>Teacher demographics</i>				
Years of teaching experience	1.6 (1.8)	1.5 (1.6)	1.5 (1.7)	1.5 (1.7)
Female	0.709	0.722	0.701	0.696
Black	0.329	0.350	0.321	0.320
Hispanic	0.037	0.019	0.020	0.020
Other race	0.041	0.040	0.045	0.045
Orleans Parish college grad	0.162	0.176	0.165	0.165
Other Louisiana college grad	0.095	0.092	0.087	0.085
College graduation year	2006.2 (6.7)	2006.5 (5.6)	2006.5 (5.9)	2006.6 (5.9)
<i>Class assignments</i>				
taught a tested grade & subjects	0.775	1.00	1.00	1.00
taught high school	0.267	0.005	0.254	0.289
taught CTE courses	0.061	0.007	0.043	0.050
taught AP courses	0.012	< 1%	< 1%	< 1%
<i>Student characteristics</i>				
% nonwhite	94.5 (14.2)	95.9 (12.7)	95.4 (12.8)	95.6 (12.5)
% sped	12.3 (19.0)	9.5 (7.1)	10.2 (10.4)	11.0 (12.8)
% gifted	3.3 (8.7)	3.1 (8.0)	3.7 (8.6)	3.5 (8.3)
<i>School characteristics</i>				
Teacher retention rate	54.4 (22.5)	55.4 (22.6)	55.1 (22.6)	54.7 (22.8)
Median teacher experience	4.4 (4.4)	4.6 (4.4)	4.5 (4.3)	4.5 (4.3)
Enrollment	523.6 (301.9)	527.1 (278.0)	533.7 (291.4)	528.3 (290.2)
% free lunch	78.7 (19.2)	83.3 (18.1)	80.1 (18.3)	80.1 (17.9)
% sped	10.0 (4.5)	9.5 (3.5)	9.8 (4.2)	9.9 (4.3)
% English language learner	3.1 (6.3)	2.9 (6.8)	2.9 (6.1)	2.9 (6.0)
% gifted	4.0 (7.5)	3.5 (6.6)	4.0 (7.1)	3.9 (6.9)
School performance score	75.9 (28.7)	76.2 (26.6)	76.1 (28.3)	75.5 (28.7)
Teacher x year observations	5659	1744	2539	2708
Unique teachers	2686	954	1365	1443

Notes: Author calculations from administrative data of means (sd). Includes annual teacher observations from fall 2009 to fall 2014 for which student demographic/performance variables are available. Included teachers were employed for the first time in Louisiana public schools between fall 2009 and 2014 and were teaching full-time in an Orleans Parish publicly-funded school.