



# FACT SHEET

## AB 938 (Muratsuchi)

### School Employee Salaries

#### SUMMARY

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AB 938 will raise school staff salaries to close the existing wage gap that exists between teachers and similarly educated college graduates in other fields. This wage gap has widened in the past decade and raising school employee salaries will correct a long-standing inequity.

In countries such as Finland, Australia, Canada and Singapore teaching is a competitive field. Teacher salaries are commensurate with other fields like engineering, law and business. In Finland, teaching is the most desired profession, and competition for slots is severe, with only 1 in 4 applicants to teacher training accepted overall, including only 1 in 10 for primary school teacher preparation.

#### PROBLEM

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California is experiencing a severe school workforce shortage among both certificated and classified employees. This workforce shortage is exacerbated by the lack of interest in college students pursuing a career in teaching.

Research shows the overwhelming reason that students are not interested in teaching is salary. Nearly two-thirds (63%) of those not interested in teaching cited pay as one of the top three reasons they were not interested in teaching.

Further, research indicates that teachers earn 23.5% less than comparable college graduates. This percentage represents the wage gap between teachers and similarly educated peers.

Over time this wage gap has increased, therefore, teacher salaries are falling further and further behind. This bill will close the school employee wage gap.

Additionally, studies conducted both in the U.S. and abroad link the importance of teacher salary to teaching effectiveness and retention. Research shows that low teacher salary affects teacher motivation, teaching quality, and increases teacher attrition.

#### SOLUTION

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AB 938 creates Local Control Funding Formula (LCFF) funding goals over a seven-year period with the specific intent and purpose of increasing school site staff salaries by 50%, in order to close the wage gap that school employees' face compared to similarly educated professionals in other fields.

To ensure this funding is accomplishing the intended goal, the bill will require school employers to report the changes in wages over time.

AB 938 will achieve equitable school site staff salaries by closing the wage gap, and help California recruit and retain qualified school site staff, both certificated and classified, at school districts, charter schools and county offices of education.

#### CONTACT

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