

**Table A1: Results of Fixed-Effects Models Estimating the Influence of Southern Sub-Region and Decade on Black Students-to-White Teachers Ratio**

<b>Variable</b>	<b>Black Students-to-White Teachers Ratio</b>
<b>Decade</b>	
1960	0.751 (1.696)
1970	2.399 (2.427)
1980	0.590 (2.258)
<b>Decade x Sub-Region</b>	
Upper South x 1960	-1.252 (1.740)
Border States x 1960	-2.867* (1.500)
Upper South x 1970	-4.036** (1.942)
Border States x 1970	-6.561*** (1.750)
Upper South x 1980	-3.132* (1.964)
Border States x 1980	-7.116*** (1.976)
<b>Population Controls</b>	
Black Students Population	-0.0001 (0.0001)
Black Employed Teachers	-0.00002 (0.0001)
Change in Black Employed Teachers, by Decade	-0.020 (0.425)
Total Students-to-Teacher Ratio	1.878 (1.392)
<b>Intercept</b>	<b>0.038 (3.558)</b>
R <sup>2</sup> Within	0.8470
R <sup>2</sup> Between	0.0306
R <sup>2</sup> Overall	0.3737
F value	13.63***
Hausman Test	8.04*

\*Significant at the 0.100 Level \*\*Significant at the 0.050 Level \*\*\*Significant at the 0.010 Level  
Standard Errors shown in parentheses

**Table A2: Dependent Variable: LN Monthly Salary; Only Teachers, 1993 and 2003**

	Model 1		Model 2		Model 3	
	1993	2003	1993	2003	1993	2003
<b>Highest Degree Earned</b>						
<i>BA Educ.</i>	0.003 (0.007)	0.039* (0.013)	0.012 (0.007)	0.051** (0.013)	0.032*** (0.006)	0.061*** (0.013)
<i>MA Educ.</i>	0.201*** (0.007)	0.266*** (0.013)	0.200*** (0.007)	0.264*** (0.013)	0.180*** (0.006)	0.244*** (0.013)
<i>PhD Educ.</i>	0.166** (0.051)	0.083 (0.072)	0.168** (0.051)	0.078 (0.072)	0.136* (0.046)	0.086 (0.070)
<i>MA Degree</i>	0.217*** (0.009)	0.257*** (0.020)	0.209*** (0.009)	0.244*** (0.020)	0.173*** (0.008)	0.204*** (0.019)
<i>PhD Degree</i>	0.080 (0.042)	0.175 (0.071)	0.078 (0.042)	0.167 (0.071)	0.047 (0.038)	0.145 (0.069)
<b>Level of Teaching</b>						
<i>Secondary</i>			0.038*** (0.007)	0.077*** (0.013)	0.027*** (0.006)	0.052** (0.014)
<b>Individual Controls</b>						
<i>Female</i>					-0.072*** (0.007)	-0.093*** (0.014)
<i>Asian</i>					0.060** (0.018)	-0.040 (0.036)
<i>Black</i>					0.050*** (0.008)	-0.009*** (0.014)
<i>Hispanic</i>					0.031* (0.010)	-0.046 (0.022)
<i>Other Race</i>					0.008 (0.025)	-0.020 (0.038)
<i>Married</i>					0.025 (0.012)	0.017 (0.022)
<i>Spouse Work</i>					-0.022 (0.011)	-0.015 (0.020)
<i>1-2 Children</i>					-0.020* (0.001)	-0.037 (0.015)
<i>More than 3 Children</i>					-0.050* (0.019)	-0.041 (0.053)
<i>Experience</i>					0.022*** (0.001)	0.014*** (0.003)
<i>Esperience<sup>2</sup></i>					-0.0002*** (0.00003)	-0.0002* (0.00007)
<i>South</i>					-0.244*** (0.008)	-0.217*** (0.017)
<i>Midwest</i>					-0.140*** (0.009)	-0.166*** (0.019)
<i>West</i>					-0.060*** (0.009)	-0.086*** (0.020)
<b>Constant</b>	8.127*** (0.006)	8.090*** (0.012)	8.102*** (0.008)	8.036*** (0.016)	7.964*** (0.019)	8.081*** (0.037)

<i>Adjusted R<sup>2</sup></i>	0.094	0.066	0.096	0.071	0.248	0.115
<i>R<sup>2</sup></i>	0.093	0.066	0.096	0.070	0.246	0.113
<i>F-Value</i>	217.01 <sup>***</sup>	93.20 <sup>***</sup>	186.39 <sup>***</sup>	83.18 <sup>***</sup>	172.09 <sup>***</sup>	42.62 <sup>***</sup>

<sup>\*\*\*</sup> Significant at the 0.0001 <sup>\*\*</sup> Significant at the 0.001 <sup>\*</sup> Significant at the 0.010; Standard Errors shown in Parentheses

**Table A3: Dependent Variable: LN Monthly Salary; Non-Teachers, 1993 and 2003**

	Model I		Model II		Model III		Model IV	
	1993	2003	1993	2003	1993	2003	1993	2003
<b>Highest Degree Earned</b>								
<i>BA Educ.</i>	-0.219*** (0.002)	-0.269*** (0.012)	-0.172*** (0.006)	-0.212*** (0.012)	-0.171*** (0.006)	-0.188*** (0.012)	-0.253*** (0.009)	-0.293*** (0.019)
<i>MA Educ.</i>	0.037* (0.011)	-0.052** (0.016)	0.122*** (0.011)	0.081*** (0.016)	0.100*** (0.010)	0.078*** (0.015)	0.102* (0.022)	-0.143*** (0.034)
<i>PhD Educ.</i>	0.113*** (0.011)	0.146*** (0.009)	0.202*** (0.028)	0.246*** (0.010)	0.165*** (0.026)	0.205*** (0.010)	0.145*** (0.026)	0.219*** (0.010)
<i>MA Degree</i>	0.101*** (0.003)	0.065*** (0.006)	0.136*** (0.003)	0.092*** (0.006)	0.112*** (0.003)	0.082*** (0.005)	0.110*** (0.003)	0.084*** (0.005)
<i>PhD Degree</i>	0.180*** (0.007)	0.176*** (0.034)	0.251*** (0.007)	0.287*** (0.034)	0.205*** (0.006)	0.268*** (0.032)	0.214*** (0.006)	0.220*** (0.033)
<b>Employment Sector</b>								
<i>Federal</i>			-0.219*** (0.006)	-0.214*** (0.012)	-0.203*** (0.006)	-0.210*** (0.011)	-0.202*** (0.006)	-0.210*** (0.012)
<i>State</i>			-0.223*** (0.005)	-0.307*** (0.010)	-0.193*** (0.006)	-0.259*** (0.010)	-0.202*** (0.005)	-0.265*** (0.010)
<i>Business NP</i>			-0.265*** (0.006)	-0.278*** (0.010)	-0.208*** (0.006)	-0.203*** (0.010)	-0.212*** (0.006)	-0.207*** (0.011)
<i>Business SE</i>			0.088*** (0.006)	-0.286*** (0.012)	0.040*** (0.005)	-0.295*** (0.012)	0.047*** (0.006)	-0.270*** (0.012)
<i>Education (Non-Teachers)</i>			-0.255*** (0.005)	-0.342*** (0.008)	-0.194*** (0.006)	-0.265*** (0.008)	-0.224*** (0.005)	-0.307*** (0.009)
<b>Highest Degree*Employment Sector</b>								
<i>BA Educ.*Federal</i>							0.102*** (0.026)	0.173** (0.055)
<i>BA Educ.*State</i>							0.125*** (0.020)	0.122** (0.042)
<i>BA Educ.*Business NP</i>							0.001 (0.025)	-0.176** (0.049)
<i>BA Educ.*Business SE</i>							0.085*** (0.024)	0.104 (0.043)
<i>BA Educ.*Education</i>							0.190***	0.262***

							(0.014)	(0.029)
<i>MA Educ.*Federal</i>							0.039	0.216
							(0.059)	(0.095)
<i>MA Educ.*State</i>							0.078	0.175*
							(0.043)	(0.065)
<i>MA Educ.*Business NP</i>							0.012	0.123
							(0.045)	(0.065)
<i>MA Educ.*Business SE</i>							0.007	-0.181
							(0.048)	(0.079)
<i>MA Educ.*Education</i>							0.118***	0.288***
							(0.026)	(0.040)
<b>Individual Controls</b>								
<i>Female</i>							-0.161***	-0.197***
							(0.003)	(0.005)
<i>Asian</i>							-0.040***	-0.026**
							(0.005)	(0.008)
<i>Black</i>							-0.083***	-0.093***
							(0.005)	(0.010)
<i>Hispanic</i>							-0.057***	-0.122***
							(0.006)	(0.010)
<i>Other Race</i>							-0.151***	-0.077
							(0.016)	(0.001)
<i>Married</i>							0.212***	0.197***
							(0.005)	(0.007)
<i>Spouse Work</i>							-0.145***	-0.127***
							(0.004)	(0.006)
<i>1-2 Children</i>							0.003	0.021**
							(0.003)	(0.006)
<i>More than 3 Children</i>							-0.001	0.034
							(0.010)	(0.020)
<i>Experience</i>							0.032***	0.034***
							(0.000)	(0.001)
<i>Esperience<sup>2</sup></i>							-0.0005***	-0.0006***
							(0.00001)	(0.00002)
<i>South</i>							-0.093***	-0.069***
							(0.004)	(0.007)
<i>Midwest</i>							-0.110***	-0.095***
							(0.004)	(0.008)
<i>West</i>							-0.031***	-0.012
							(0.004)	(0.007)
<b>Constant</b>	8.327***	8.478***	8.375***	8.563	8.076***	8.253***	8.080***	8.261***

	(0.002)	(0.003)	(0.002)	(0.004)	(0.007)	(0.013)	(0.007)	(0.013)
<i>Adjusted R<sup>2</sup></i>	0.029	0.016	0.074	0.055	0.175	0.115		
<i>R<sup>2</sup></i>	0.029	0.016	0.074	0.055	0.176	0.115	0.178	0.119
<i>F-Value</i>	605.79 <sup>***</sup>	219.62 <sup>***</sup>	796.03 <sup>***</sup>	388.67	876.81 <sup>***</sup>	357.74 <sup>***</sup>	628.48 <sup>***</sup>	262.20 <sup>***</sup>

\*\*\* Significant at the 0.0001 \*\* Significant at the 0.001 \* Significant at the 0.010; Standard Errors shown in Parentheses

**Table A4: Dependent Variable: LN Monthly Salary; Teachers and Non-Teachers, 1993 and 2003**

	Model I		Model II		Model III		Model IV	
	1993	2003	1993	2003	1993	2003	1993	2003
<b>Highest Degree Earned</b>								
<i>BA Educ.</i>	-0.184*** (0.004)	-0.244*** (0.009)	-0.133*** (0.005)	-0.148*** (0.009)	-0.126*** (0.005)	-0.125*** (0.009)	-0.255*** (0.009)	-0.295*** (0.019)
<i>MA Educ.</i>	0.099*** (0.007)	0.023 (0.011)	0.154*** (0.007)	0.144*** (0.011)	0.137*** (0.007)	0.139*** (0.011)	0.102* (0.021)	-0.144*** (0.033)
<i>PhD Educ.</i>	0.080* (0.026)	0.119** (0.031)	0.176*** (0.025)	0.220*** (0.031)	0.136*** (0.024)	0.205*** (0.030)	0.144*** (0.024)	0.206*** (0.030)
<i>MA Degree</i>	0.150*** (0.003)	0.075*** (0.005)	0.140*** (0.003)	0.100*** (0.005)	0.114*** (0.003)	0.088*** (0.005)	0.115*** (0.003)	0.091*** (0.005)
<i>PhD Degree</i>	0.179*** (0.006)	0.150*** (0.009)	0.254*** (0.006)	0.251*** (0.009)	0.210*** (0.006)	0.2116*** (0.009)	0.213*** (0.006)	0.218*** (0.009)
<b>Employment Sector</b>								
<i>Federal</i>			-0.224*** (0.006)	-0.270*** (0.011)	-0.197*** (0.006)	-0.233*** (0.011)	-0.225*** (0.006)	-0.199*** (0.011)
<i>State</i>			-0.225*** (0.005)	-0.310*** (0.010)	-0.197*** (0.005)	-0.264*** (0.009)	-0.207*** (0.005)	-0.268*** (0.010)
<i>Business NP</i>			-0.267*** (0.006)	-0.283*** (0.010)	-0.214*** (0.006)	-0.210*** (0.010)	-0.216*** (0.006)	-0.211*** (0.010)
<i>Business SE</i>			0.087*** (0.006)	-0.289*** (0.012)	0.042*** (0.006)	-0.298*** (0.011)	0.046*** (0.006)	-0.271*** (0.012)
<i>Education (Non-Teachers)</i>			-0.264*** (0.005)	-0.359*** (0.008)	-0.207*** (0.004)	-0.284*** (0.008)	-0.229*** (0.005)	-0.312*** (0.008)
<i>Education (Teachers)</i>			-0.226*** (0.006)	-0.285*** (0.011)	-0.216*** (0.006)	-0.199*** (0.010)	-0.184*** (0.008)	-0.346*** (0.014)
<b>Highest Degree*Employment Sector</b>								
<i>BA Educ.*Federal</i>							0.101*** (0.025)	0.173** (0.054)
<i>BA Educ.*State</i>							0.124*** (0.019)	0.122** (0.041)
<i>BA Educ.*Business NP</i>							0.001 (0.024)	-0.176** (0.049)
<i>BA Educ.*Business SE</i>							0.085***	-0.106*

<i>BA Educ.*Education</i>				(0.023)	(0.043)
				0.190***	0.264***
<i>BA Educ.*Teachers</i>				(0.014)	(0.028)
				0.278***	0.333***
<i>MA Educ.*Federal</i>				(0.013)	(0.025)
				0.038	0.218
<i>MA Educ.*State</i>				(0.057)	(0.094)
				0.079	0.177*
<i>MA Educ.*Business NP</i>				(0.042)	(0.064)
				0.012	0.124
<i>MA Educ.*Business SE</i>				(0.043)	(0.064)
				0.005	-0.179
<i>MA Educ.*Education</i>				(0.048)	(0.078)
				0.120***	0.293***
<i>MA Educ.*Teachers</i>				(0.026)	(0.040)
				0.164***	0.376***
				(0.023)	(0.037)
<b>Individual Controls</b>					
<i>Female</i>					
				-0.156***	-0.192***
				(0.003)	(0.005)
<i>Asian</i>					
				-0.034***	-0.025**
				(0.004)	(0.007)
<i>Black</i>					
				-0.066***	-0.087***
				(0.005)	(0.009)
<i>Hispanic</i>					
				-0.050***	-0.118***
				(0.005)	(0.009)
<i>Other Race</i>					
				-0.128***	-0.088
				(0.015)	(0.016)
<i>Married</i>					
				0.203***	0.188***
				(0.004)	(0.007)
<i>Spouse Work</i>					
				-0.144***	-0.126***
				(0.004)	(0.006)
<i>1-2 Children</i>					
				0.002	0.016*
				(0.003)	(0.005)
<i>More than 3 Children</i>					
				-0.005*	0.028
				(0.009)	(0.019)
<i>Experience</i>					
				0.030***	0.032***
				(0.000)	(0.001)
<i>Esperience<sup>2</sup></i>					
				-0.0005***	-0.0006***
				(0.00001)	(0.00002)
<i>South</i>					
				-0.106***	-0.083***
				(0.00001)	(0.00002)
				-0.106***	-0.084***



<i>Midwest</i>					(0.004)	(0.006)	(0.004)	(0.006)
					-0.112***	-0.100***	-0.112***	-0.102***
<i>West</i>					(0.004)	(0.007)	(0.004)	(0.007)
					-0.034***	-0.020*	-0.034***	-0.021***
					(0.004)	(0.007)	(0.004)	(0.007)
<b>Constant</b>	8.319***	8.462***	8.371***	8.558***	8.089***	8.274***	8.090***	8.283***
	(0.001)	(0.003)	(0.002)	(0.003)	(0.007)	(0.012)	(0.007)	(0.012)
<b>Adjusted R<sup>2</sup></b>	0.032	0.020	0.077	0.061	0.175	0.118		
<b>R<sup>2</sup></b>	0.032	0.020	0.077	0.062	0.176	0.118	0.180	0.124
<b>F-Value</b>	729.47***	301.26***	830.43***	433.95***	931.78***	389.05***	650.75***	278.45***

\*\*\* Significant at the 0.0001 \*\* Significant at the 0.001 \* Significant at the 0.010  
Standard Errors shown in Parentheses