

What the California Arts and Music in Schools Act Means for the Arts Teacher Workforce

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In November 2022, California established the Arts and Music in Schools Act to fund arts education programs in TK–12 public schools. With funding from the William and Flora Hewlett Foundation, SRI Education led an inquiry to estimate the number of new arts teachers required to fulfill the promise of the act. This brief presents funding allocations and teacher costs to calculate new teachers needed by region and county. It also provides information on the current state of the arts teacher workforce and arts teacher credentialing programs.

What is the Arts and Music in Schools Act?

[The Arts and Music in Schools—Funding Guarantee and Accountability Act \(AMS Act\)](#) was established to provide annual funding for California TK–12 public schools, including public charter schools, to supplement arts education programs for their students. The basic features of the act are:¹

-  **Statewide increase**—All schools serving preschool to 12th grade see an allocation of funds
-  **Additive**—Schools need to use the funds for new programs
-  **80/20 rule**—80% of the funds must be used for staff in local education agencies (LEAs) with 500 or more students
-  **Local control**—School communities decide how to spend the funds

A local educational agency (LEA) is a school district, county office of education, or charter school.

The AMS Act specifies that “local educational agencies with an enrollment of 500 or more pupils ... ensure that at least 80 percent of funds ... will be used to employ certificated or classified employees.” This inquiry focuses on certificated arts teachers.

What is the estimated demand for new arts teachers in California?

For this inquiry, SRI researchers estimated the demand for new arts teachers by county and by region. To estimate county-level teacher demand, we first calculated the average cost of a teacher for the county, considering actual average salaries, costs of health and other benefits, and employer contributions to the state's teacher retirement system and other statutory benefits (see appendix for method and sources). Results from this initial calculation are displayed below.⁴

Cost of a teacher



Teacher salaries varied by county: Average 2022/23 salaries ranged from \$66,403 to \$111,148



Cost of benefits varied by county: Average 2022/23 benefits ranged from \$7,321 to \$22,074



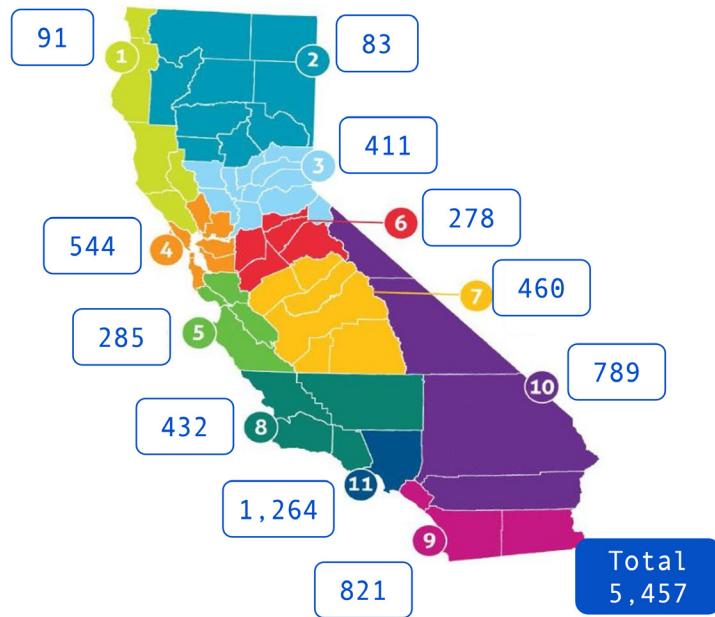
Employer contribution to **retirement and other statutory benefits** in 2023/24 was 21.98% of the teacher salary

Based on these data, we found that the **average total cost of a teacher** varies by county and ranges from **\$94,056** (Trinity) to **\$155,281** (Santa Clara). (See Supplemental Data Table 1 for average cost of a teacher by county.)

Demand for new teachers

Next, we divided the AMS allocation for a county by the average teacher cost to find the expected demand for teachers in the county. We then calculated statewide demand as the sum of teacher demand across all California counties. We also calculated regional demand as the sum of teacher demand for each county in the region.

Based on these calculations, we estimate that **California will need to increase the arts teacher workforce by 5,457 teachers and demand will vary by region**. Results for regional demand are displayed to the right. (See Supplemental Data Table 1 for expected teacher demand by county.)



5,457 arts teachers represent an increase of nearly 50% from the 2022/23 baseline.