

## COLORADO DATA ON TEACHER SALARIES, TURNOVER AND COST OF LIVING

#	CDE Designation	Mill Levy Override	Organization Name	2015-16 Average Teacher Salary	Total Teacher FTE	4-Yr Avg Turnover (F 2012 to F 2015)	2015 Cost of Living (COL)	Percent	Amount	# of PK-12 Students 2015-16
								Above/Below COL	Above/Below COL	
1	Small Rural		AGATE 300	\$24,699	3.0	26.7%	46,829	-47.26%	-\$22,130	3
2	Small Rural	MLO	PRITCHETT RE-3	\$24,922	10.1	36.1%	44,962	-44.57%	-\$20,040	50
3	Small Rural		OTIS R-3	\$27,814	24.8	24.5%	47,021	-40.85%	-\$19,207	239
4	Small Rural	MLO	WOODLIN R-104	\$27,901	11.5	31.3%	46,321	-39.77%	-\$18,420	110
5	Small Rural		LONE STAR 101	\$28,470	17.8	25.0%	46,824	-39.20%	-\$18,354	103
6	Small Rural	MLO	KIM REORGANIZED 88	\$28,478	9.7	20.8%	45,020	-36.74%	-\$16,542	49
7	Small Rural		SPRINGFIELD RE-4	\$28,832	32.3	15.0%	45,663	-36.86%	-\$16,831	307
8	Small Rural	MLO	MOUNTAIN VALLEY RE 1	\$30,023	17.2	45.7%	47,761	-37.14%	-\$17,738	134
9	Small Rural	MLO	MOFFAT 2	\$30,223	22.4	28.6%	49,449	-38.88%	-\$19,226	210
10	Small Rural		FOWLER R-4J	\$30,357	41.8	10.6%	46,355	-34.51%	-\$15,998	387
11	Small Rural	MLO	PAWNEE RE-12	\$30,387	19.2	16.5%	44,350	-31.48%	-\$13,963	87
12	Small Rural		AKRON R-1	\$30,992	35.1	11.4%	47,016	-34.08%	-\$16,024	351
13	Small Rural	MLO	PLAINVIEW RE-2	\$31,235	10.4	29.9%	46,281	-32.51%	-\$15,046	62
14	Small Rural	MLO	STRATTON R-4	\$31,400	18.9	18.5%	47,180	-33.45%	-\$15,780	217
15	Small Rural		VILAS RE-5	\$32,674	7.9	44.4%	45,535	-28.24%	-\$12,861	52
16	Small Rural		WILEY RE-13 JT	\$33,106	23.2	13.3%	46,480	-28.77%	-\$13,374	262
17	Small Rural		HUERFANO RE-1	\$33,640	39.5	27.6%	46,694	-27.96%	-\$13,054	548
18	Small Rural		KIOWA C-2	\$33,715	21.2	23.9%	49,418	-31.78%	-\$15,703	286
19	Small Rural		KARVAL RE-23	\$33,804	8.2	34.8%	44,858	-24.64%	-\$11,054	43
20	Small Rural	MLO	CAMPO RE-6	\$34,165	9.6	24.4%	46,023	-25.77%	-\$11,858	37
21	Small Rural	MLO	MC CLAVE RE-2	\$34,348	21.2	8.5%	46,002	-25.33%	-\$11,654	262
22	Small Rural	MLO	BURLINGTON RE-6J	\$34,623	50.8	25.9%	48,111	-28.03%	-\$13,488	778
23	Small Rural	MLO	ARICKAREE R-2	\$34,948	14.6	19.1%	46,714	-25.19%	-\$11,766	103
24	Small Rural		CROWLEY COUNTY RE-1-J	\$35,065	30.0	17.0%	46,365	-24.37%	-\$11,300	445
25	Small Rural	MLO	WELDON VALLEY RE-20(J)	\$35,176	17.1	27.2%	48,069	-26.82%	-\$12,893	247
26	Small Rural	MLO	PLATTE VALLEY RE-3 (REVERE)	\$35,181	16.2	18.1%	45,502	-22.68%	-\$10,321	132
27	Small Rural	MLO	HI-PLAINS R-23	\$35,282	16.9	9.5%	46,659	-24.38%	-\$11,377	123
28	Small Rural		HINSDALE COUNTY RE 1	\$35,319	13.9	21.4%	55,446	-36.30%	-\$20,127	109
29	Small Rural	MLO	MANCOS RE-6	\$35,447	36.4	30.8%	49,841	-28.88%	-\$14,394	496
30	Small Rural	MLO	MIAMI/YODER 60 JT	\$35,689	20.9	33.9%	46,866	-23.85%	-\$11,177	291
31	Small Rural		HOLLY RE-3	\$35,777	23.9	12.6%	46,597	-23.22%	-\$10,820	293
32	Small Rural		EADS RE-1	\$35,880	18.1	9.4%	45,687	-21.47%	-\$9,807	171
33	Small Rural		LIMON RE-4J	\$35,917	32.1	10.7%	45,498	-21.06%	-\$9,581	491
34	Small Rural		CHERAW 31	\$35,960	19.7	17.8%	46,198	-22.16%	-\$10,238	213
35	Small Rural		ROCKY FORD R-2	\$36,354	58.6	20.5%	46,562	-21.92%	-\$10,208	822
36	Small Rural		GENOA-HUGO C113	\$36,546	18.7	14.8%	45,295	-19.31%	-\$8,749	180
37	Small Rural	MLO	KIT CARSON R-1	\$36,602	15.8	7.9%	45,863	-20.19%	-\$9,261	128
38	Small Rural		LAS ANIMAS RE-1	\$36,609	31.7	20.4%	46,420	-21.13%	-\$9,811	533
39	Small Rural		CENTENNIAL R-1	\$36,614	19.8	27.7%	45,993	-20.39%	-\$9,379	229
40	Small Rural		CUSTER COUNTY SCHOOL DISTRICT	\$36,634	32.1	20.9%	50,216	-27.05%	-\$13,582	393
41	Small Rural	MLO	SARGENT RE-33J	\$36,770	30.8	20.9%	46,611	-21.11%	-\$9,841	406
42	Small Rural	MLO	WRAY RD-2	\$36,816	49.5	24.3%	47,924	-23.18%	-\$11,108	689

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43	Small Rural	MLO	CHEYENNE COUNTY RE-5	\$36,841	18.5	16.4%	46,572	-20.89%	-\$9,731	183
44	Small Rural		SANGRE DE CRISTO RE-22J	\$36,888	26.5	16.8%	48,807	-24.42%	-\$11,919	307
45	Small Rural	MLO	AGUILAR REORGANIZED 6	\$37,428	13.3	25.6%	47,108	-20.55%	-\$9,680	124
46	Small Rural	MLO	DEL NORTE C-7	\$37,491	37.1	19.0%	48,646	-22.93%	-\$11,155	426
47	Small Rural		EDISON 54 JT	\$37,534	12.1	6.3%	47,282	-20.62%	-\$9,748	216
48	Rural	MLO	MONTEZUMA-CORTEZ RE-1	\$37,561	156.1	25.3%	48,384	-22.37%	-\$10,823	2,782
49	Small Rural	MLO	WALSH RE-1	\$37,643	13.1	17.5%	46,134	-18.40%	-\$8,491	176
50	Small Rural		MANZANOLA 3J	\$37,742	17.0	13.3%	45,581	-17.20%	-\$7,839	133
51	Small Rural		CENTER 26 JT	\$37,771	47.6	18.2%	45,244	-16.52%	-\$7,473	648
52	Small Rural	MLO	LAKE COUNTY R-1	\$37,892	53.3	33.2%	52,411	-27.70%	-\$14,519	1,074
53	Small Rural	MLO	RANGELY RE-4	\$37,906	34.2	21.3%	49,065	-22.74%	-\$11,159	546
54	Small Rural		SOUTH CONEJOS RE-10	\$37,948	20.9	14.7%	46,048	-17.59%	-\$8,100	216
55	Small Rural	MLO	PLATEAU RE-5	\$38,013	18.6	21.2%	47,377	-19.77%	-\$9,364	172
56	Small Rural		ARRIBA-FLAGLER C-20	\$38,174	17.2	20.0%	47,447	-19.54%	-\$9,273	184
57	Small Rural	MLO	CRIPPLE CREEK-VICTOR RE-1	\$38,180	27.1	25.1%	48,981	-22.05%	-\$10,801	357
58	Small Rural	MLO	DOLORES COUNTY RE NO.2	\$38,219	22.0	14.1%	47,885	-20.19%	-\$9,666	283
59	Small Rural	MLO	HOLYOKE RE-1J	\$38,279	44.9	21.8%	46,605	-17.86%	-\$8,326	594
60	Rural		EAST OTERO R-1	\$38,316	76.3	15.5%	45,968	-16.65%	-\$7,652	1,290
61	Rural	MLO	BRUSH RE-2(J)	\$38,347	91.3	23.7%	48,866	-21.53%	-\$10,519	1,484
62	Small Rural	MLO	SILVERTON 1	\$38,375	12.1	11.4%	53,461	-28.22%	-\$15,086	74
63	Rural		ELIZABETH C-1	\$38,419	146.7	29.6%	51,702	-25.69%	-\$13,283	2,481
64	Small Rural		LA VETA RE-2	\$38,449	21.8	19.4%	49,973	-23.06%	-\$11,524	219
65	Small Rural		BETHUNE R-5	\$38,515	14.3	31.5%	47,653	-19.18%	-\$9,138	113
66	Small Rural		HAXTUN RE-2J	\$38,552	25.6	11.8%	47,290	-18.48%	-\$8,738	336
67	Small Rural	MLO	SWINK 33	\$38,561	27.3	18.7%	47,262	-18.41%	-\$8,701	381
68	Small Rural		GRANADA RE-1	\$38,566	19.2	11.2%	45,947	-16.07%	-\$7,381	214
69	Small Rural		WIGGINS RE-50(J)	\$38,626	36.7	10.6%	49,287	-21.63%	-\$10,661	558
70	Small Rural		IDALIA RJ-3	\$38,644	15.5	12.7%	46,599	-17.07%	-\$7,955	218
71	Rural	MLO	MONTE VISTA C-8	\$38,668	77.6	19.6%	47,329	-18.30%	-\$8,661	1,187
72	Small Rural	MLO	WEST END RE-2	\$38,678	23.4	26.6%	48,592	-20.40%	-\$9,914	295
73	Small Rural	MLO	LIBERTY J-4	\$38,753	6.1	33.1%	46,295	-16.29%	-\$7,542	77
74	Small Rural	MLO	DEER TRAIL 26J	\$38,763	12.0	28.4%	47,687	-18.71%	-\$8,924	189
75	Rural	MLO	BYERS 32J	\$38,767	72.4	20.7%	48,931	-20.77%	-\$10,164	3,035
76	Rural		BENNETT 29J	\$38,884	54.9	24.9%	50,405	-22.86%	-\$11,521	1,100
77	Small Rural		HANOVER 28	\$38,896	20.2	19.5%	45,916	-15.29%	-\$7,020	259
78	Small Rural	MLO	BRANSON REORGANIZED 82	\$39,000	29.9	10.8%	45,507	-14.30%	-\$6,507	464
79	Small Rural	MLO	COTOPAXI RE-3	\$39,083	19.9	9.1%	50,473	-22.57%	-\$11,390	203
80	Small Rural	MLO	SIERRA GRANDE R-30	\$39,185	20.8	22.5%	47,258	-17.08%	-\$8,073	290
81	Small Rural	MLO	FRENCHMAN RE-3	\$39,256	19.2	23.1%	47,902	-18.05%	-\$8,646	205
82	Small Rural		BIG SANDY 100J	\$39,278	26.2	12.1%	45,647	-13.95%	-\$6,369	301
83	Rural	MLO	VALLEY RE-1	\$39,346	147.6	16.0%	49,237	-20.09%	-\$9,891	2,295
84	Small Rural	MLO	PARK COUNTY RE-2	\$39,398	41.1	17.1%	52,153	-24.46%	-\$12,755	617

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85	Small Rural		PEYTON 23 JT	\$39,413	42.4	20.2%	49,632	-20.59%	-\$10,219	664
86	Small Rural	MLO	DOLORES RE-4A	\$39,462	53.6	21.1%	49,124	-19.67%	-\$9,662	790
87	Small Rural		ELBERT 200	\$39,478	20.4	16.2%	49,584	-20.38%	-\$10,106	213
88	Small Rural	MLO	BRIGGS DALE RE-10	\$39,558	18.1	15.8%	46,431	-14.80%	-\$6,873	173
89			CHARTER SCHOOL INSTITUTE	\$39,656	791.8	36.3%	N/A	N/A	N/A	15,075
90	Small Rural		ELLICOTT 22	\$39,814	75.2	23.2%	47,909	-16.90%	-\$8,095	1,050
91	Small Rural	MLO	AULT-HIGHLAND RE-9	\$39,935	59.8	23.2%	48,026	-16.85%	-\$8,091	829
92	Small Rural	MLO	IGNACIO 11 JT	\$40,063	65.6	17.8%	51,993	-22.95%	-\$11,930	857
93	Small Rural		NORTH PARK R-1	\$40,099	22.0	25.8%	49,128	-18.38%	-\$9,029	197
94	Small Rural	MLO	CREEDE SCHOOL DISTRICT	\$40,146	10.9	8.9%	50,852	-21.05%	-\$10,706	84
95	Rural		LAMAR RE-2	\$40,386	104.7	12.7%	46,979	-14.03%	-\$6,593	1,578
96	Small Rural	MLO	WEST GRAND 1-JT.	\$40,469	36.9	20.9%	52,751	-23.28%	-\$12,282	441
97	Small Rural	MLO	PRIMERO REORGANIZED 2	\$40,648	17.8	16.0%	48,309	-15.86%	-\$7,661	203
98	Rural	MLO	SALIDA R-32	\$41,081	78.6	13.3%	53,044	-22.55%	-\$11,963	1,197
99	Small Rural		SANFORD 6J	\$41,085	26.4	9.0%	45,570	-9.84%	-\$4,485	372
100	Small Rural	MLO	NORTH CONEJOS RE-1J	\$41,141	72.4	9.7%	45,039	-8.66%	-\$3,898	977
101	Small Rural	MLO	SOUTH ROUTT RE 3	\$41,183	32.5	23.0%	53,799	-23.45%	-\$12,616	348
102	Small Rural	MLO	YUMA 1	\$41,264	66.4	17.7%	48,012	-14.06%	-\$6,748	821
103	Rural	MLO	FORT MORGAN RE-3	\$41,267	200.2	16.4%	48,440	-14.81%	-\$7,173	3,142
104		MLO	MANITOU SPRINGS 14	\$41,284	101.4	15.1%	52,860	-21.90%	-\$11,576	1,492
105	Rural		DELTA COUNTY 50(J)	\$41,348	284.5	21.1%	49,949	-17.22%	-\$8,601	4,984
106	Rural	MLO	FREMONT RE-2 (Florence)	\$41,396	94.8	17.3%	49,238	-15.93%	-\$7,842	1,306
107	Small Rural		BUFFALO RE-4J	\$41,988	21.8	11.5%	47,956	-12.45%	-\$5,968	309
108	Rural	MLO	WOODLAND PARK RE-2	\$41,995	147.8	16.9%	50,434	-16.73%	-\$8,439	2,498
109	Rural	MLO	KEENESBURG RE-3(J)	\$42,010	139.2	20.4%	49,116	-14.47%	-\$7,106	2,341
110	Small Rural	MLO	PLATEAU VALLEY 50	\$42,054	31.2	16.9%	49,310	-14.72%	-\$7,256	452
111		MLO	HARRISON 2	\$42,249	732.7	30.0%	48,087	-12.14%	-\$5,838	11,777
112	Small Rural	MLO	NORWOOD R-2J	\$42,448	22.7	22.0%	49,415	-14.10%	-\$6,967	267
113		MLO	FALCON 49	\$42,534	932.6	17.2%	48,479	-12.26%	-\$5,945	20,561
114	Small Rural	MLO	GILPIN COUNTY RE-1	\$42,604	34.6	16.5%	49,806	-14.46%	-\$7,202	458
115	Small Rural		JULESBURG RE-1	\$42,650	36.5	23.8%	46,505	-8.29%	-\$3,855	659
116	Small Rural	MLO	STRASBURG 31J	\$42,701	54.1	10.4%	51,563	-17.19%	-\$8,862	1,036
117	Small Rural	MLO	DE BEQUE 49JT	\$43,080	17.3	26.6%	47,615	-9.52%	-\$4,535	149
118	Small Rural	MLO	PRAIRIE RE-11	\$43,191	15.0	11.3%	44,880	-3.76%	-\$1,689	207
119	Small Rural	MLO	CLEAR CREEK RE-1	\$43,231	66.0	22.8%	51,333	-15.78%	-\$8,102	896
120	Small Rural	MLO	PLATTE CANYON 1	\$43,255	63.3	22.4%	51,491	-16.00%	-\$8,236	1,055
121	Rural		ARCHULETA COUNTY 50 JT	\$43,407	84.1	11.4%	50,802	-14.56%	-\$7,395	1,372
122	Rural	MLO	GARFIELD RE-2	\$43,585	261.5	20.9%	51,867	-15.97%	-\$8,282	4,847
123		MLO	CHEYENNE MOUNTAIN 12	\$44,268	350.8	12.8%	50,594	-12.50%	-\$6,326	5,104
124	Small Rural	MLO	RIDGWAY R-2	\$44,698	30.6	26.1%	53,600	-16.61%	-\$8,902	356
125		MLO	WIDEFIELD 3	\$44,919	526.1	17.3%	48,611	-7.60%	-\$3,692	9,435
126	Rural		TRINIDAD 1	\$45,329	55.2	25.2%	48,335	-6.22%	-\$3,006	1,040

5,227 Teachers  
↓  
Bottom 10.2% Salaries

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127			PUEBLO CITY 60	\$45,459	1,039.5	18.3%	48,479	-6.23%	-\$3,020	17,665
128	Rural	MLO	MOFFAT COUNTY RE:NO 1	\$45,480	129.5	20.7%	51,630	-11.91%	-\$6,150	2,200
129	Small Rural	MLO	BUENA VISTA R-31	\$45,686	61.6	16.9%	52,454	-12.90%	-\$6,768	1,016
130	Rural	MLO	EAST GRAND 2	\$45,709	97.5	14.0%	56,874	-19.63%	-\$11,165	1,304
131	Rural	MLO	GUNNISON WATERSHED RE1J	\$45,779	126.6	10.9%	55,732	-17.86%	-\$9,953	1,987
132	Small Rural	MLO	OURAY R-1	\$45,805	25.7	10.3%	53,093	-13.73%	-\$7,288	188
133		MLO	LEWIS-PALMER 38	\$45,929	353.4	14.2%	50,649	-9.32%	-\$4,720	6,343
134	Rural	MLO	BAYFIELD 10 JT-R	\$46,093	91.9	19.6%	53,322	-13.56%	-\$7,229	1,357
135	Small Rural		GARFIELD 16	\$46,103	61.3	20.8%	49,697	-7.23%	-\$3,594	1,128
136	Rural	MLO	EATON RE-2	\$46,173	115.8	9.2%	50,252	-8.12%	-\$4,079	1,918
137	Rural	MLO	WELD COUNTY RE-1	\$46,176	135.6	18.2%	49,206	-6.16%	-\$3,030	1,985
138	Rural		MONTROSE COUNTY RE-1J	\$46,419	354.1	11.1%	49,870	-6.92%	-\$3,451	6,162
139	Small Rural	MLO	MEEKER RE1	\$46,504	39.1	14.1%	49,019	-5.13%	-\$2,515	707
140	Rural	MLO	WELD COUNTY S/D RE-8	\$46,556	143.9	18.4%	49,846	-6.60%	-\$3,290	2,354
141	Rural		CANON CITY RE-1	\$46,679	227.2	13.8%	49,940	-6.53%	-\$3,261	3,672
142	Rural	MLO	PARK R-3 (ESTES PARK)	\$46,691	81.5	18.3%	55,469	-15.83%	-\$8,778	1,143
143			PUEBLO COUNTY 70	\$46,782	485.8	10.7%	50,172	-6.76%	-\$3,390	9,582
144	Small Rural	MLO	HAYDEN RE-1	\$47,378	36.5	18.5%	52,622	-9.97%	-\$5,244	403
145	Small Rural		CALHAN RJ-1	\$47,444	28.7	23.6%	47,606	-0.34%	-\$162	460
146		MLO	ACADEMY 20	\$47,512	1,484.3	13.4%	49,765	-4.53%	-\$2,253	25,063
147	Rural		ALAMOSA RE-11J	\$47,572	124.8	14.1%	47,326	0.52%	\$246	2,237
148	Rural	MLO	PLATTE VALLEY RE-7	\$47,596	80.7	18.4%	48,178	-1.21%	-\$582	1,110
149		MLO	COLORADO SPRINGS 11	\$48,024	1,641.6	16.5%	49,189	-2.37%	-\$1,165	27,937
150			GREELEY 6	\$48,026	1,208.6	19.3%	49,059	-2.10%	-\$1,033	21,505
151		MLO	FOUNTAIN 8	\$48,090	506.2	18.2%	48,415	-0.67%	-\$325	8,055
152	Rural	MLO	WINDSOR RE-4	\$48,172	311.9	13.7%	51,507	-6.47%	-\$3,335	5,524
153		MLO	MESA COUNTY VALLEY 51	\$48,269	1,276.3	11.8%	49,794	-3.06%	-\$1,525	21,904
154	Small Rural		HOEHNE REORGANIZED 3	\$48,645	21.3	18.0%	49,183	-1.09%	-\$538	359
155		MLO	THOMPSON R2-J	\$48,748	868.4	17.1%	50,282	-3.05%	-\$1,534	16,043
156	Rural	MLO	DURANGO 9-R	\$48,975	291.9	14.3%	56,602	-13.48%	-\$7,627	4,697
157	Rural	MLO	EAGLE COUNTY RE 50	\$49,061	439.1	17.4%	59,755	-17.90%	-\$10,694	6,804
158		MLO	BRIGHTON 27J	\$49,199	823.8	17.2%	49,271	-0.15%	-\$72	17,042
159	Rural	MLO	ROARING FORK RE-1	\$49,497	347.2	16.8%	59,263	-16.48%	-\$9,766	5,601
160		MLO	MAPLETON 1	\$49,528	423.0	19.2%	49,261	0.54%	\$267	8,738
161		MLO	DENVER COUNTY 1	\$50,247	6,009.3	20.6%	56,456	-11.00%	-\$6,209	90,234
162		MLO	SHERIDAN 2	\$50,503	95.2	32.4%	52,115	-3.09%	-\$1,612	1,538
163	Rural	MLO	JOHNSTOWN-MILLIKEN RE-5J	\$50,605	192.6	8.0%	50,312	0.58%	\$293	3,787
164		MLO	DOUGLAS COUNTY RE-1	\$51,274	3,362.1	16.7%	51,773	-0.96%	-\$499	66,896
165		MLO	ENGLEWOOD-1	\$52,439	180.7	16.8%	54,315	-3.45%	-\$1,876	2,854
166		MLO	ADAMS COUNTY-14	\$52,462	387.9	29.1%	48,972	7.13%	\$3,490	7,577
167	Rural	MLO	STEAMBOAT SPRINGS RE-2	\$52,915	171.6	12.2%	60,901	-13.11%	-\$7,986	2,563
168		MLO	ST VRAIN VALLEY RE-1J	\$52,941	1,704.9	13.6%	52,271	1.28%	\$670	31,776

↓ State Average

## COLORADO DATA ON TEACHER SALARIES, TURNOVER AND COST OF LIVING

#	CDE Designation	Mill Levy Override	Organization Name	2015-16 Average Teacher Salary	Total Teacher FTE	4-Yr Avg Turnover (F 2012 to F 2015)	2015 Cost of Living (COL)	Percent Above/Below	Amount Above/Below	# of PK-12 Students 2015-16	
								COL	COL		
169		MLO	POUDRE R-1	\$53,384	1,714.7	12.9%	51,885	2.89%	\$1,499	29,527	
170		MLO	ADAMS ARAPAHOE R-2	\$54,230	2,288.1	20.5%	50,834	6.68%	\$3,396	42,249	
171		MLO	JEFFERSON COUNTY R-1	\$54,923	4,787.3	13.1%	52,476	4.66%	\$2,447	86,708	
172	Rural	MLO	SUMMIT RE-1	\$55,712	199.5	18.0%	61,485	-9.39%	-\$5,773	3,506	
173	Small Rural	MLO	TELLURIDE R-1	\$55,856	73.3	15.4%	59,275	-5.77%	-\$3,419	935	
174	Rural	MLO	ASPEN 1	\$56,776	137.0	15.7%	90,840	-37.50%	-\$34,064	1,727	
175		MLO	ADAMS FIVE STAR SCHOOLS	\$57,561	2,063.7	15.9%	50,059	14.99%	\$7,502	39,287	
176		MLO	WESTMINSTER S0	\$59,040	493.1	16.6%	51,689	14.22%	\$7,351	9,504	
177		MLO	LITTLETON 6	\$64,739	843.5	9.2%	52,736	22.76%	\$12,003	15,780	Top 10.8% Salaries
178		MLO	CHERRY CREEK 5	\$67,940	3,043.8	10.4%	51,342	32.33%	\$16,598	54,695	↑
179		MLO	BOULDER VALLEY RE 2	\$71,574	1,679.7	10.4%	57,880	23.66%	\$13,694	31,247	5,567 Teachers
<b>STATE</b>				<b>\$51,204</b>	<b>51,422</b>	<b>16.4%</b>				<b>895,572</b>	

	Urban/ Suburban District
	District in Resort Community
	CDE Rural District Designation
	Districts With Top 10.8% Average Salary
	Districts With Bottom 10.2% Average Salary
	State Average Teacher Salary

### SOURCES

- 2015 Colorado School District Cost of Living Analysis - Colorado Legislative Council, February 2016  
<https://www.colorado.gov/pacific/sites/default/files/2015%20Cost%20of%20Living%20Study%20-%20Pacey%20Economics.pdf>
- Colorado Department of Education 2015-2016 Teacher FTE and Average Salary  
<http://www.cde.state.co.us/cdereval/staffcurrent>
- Colorado Department of Education Rural and Small Rural Designation Revised 2015  
[http://www.cde.state.co.us/ruraledcouncil/rural\\_definition\\_spreadsheet](http://www.cde.state.co.us/ruraledcouncil/rural_definition_spreadsheet)
- Colorado Department of Education Revised Turnover Report 2015-16  
<http://www.cde.state.co.us/cdereval/staffcurrent>
- Colorado Department of Education Turnover Reports Prior Years  
<http://www.cde.state.co.us/cdereval/rvprioryearhrdata>
- Colorado School Finance Project - Tax Effort and Capacity for Colorado Districts 2015-16  
[http://www.cosfp.org/HomeFiles/Adequacy\\_Equity/2016/Tax\\_Effort\\_&\\_Fiscal\\_Capacity\\_by\\_District.pdf](http://www.cosfp.org/HomeFiles/Adequacy_Equity/2016/Tax_Effort_&_Fiscal_Capacity_by_District.pdf)

Turnover Category	Job Class	Job Class Code Title
Teachers	201	Teacher, Regular
Teachers	202	Teacher, Special Education
Teachers	204	Teacher, Permanent Substitute
Teachers	206	Teacher, Title I

Updated: July 25, 2016

**FOCUS**

**Teachers are the single most important influence on student academic success.**

**Every student deserves a great teacher, regardless of zip code, including students living in rural Colorado.**

Presented at CASE, CASB, CDE Rural Council, UC Denver Ed Policy Institute and Colorado State Legislature in 2016 and 2017 by Elizabeth School District

**Are teacher salaries equitable throughout the state?**

**NO**

**74% of rural and small schools have average salaries in the BOTTOM 10% of districts**

Presented to CASE, CASB, Rural Council, UC Denver Ed Policy Institute and Colorado Legislature 2016 and 2017 by Elizabeth School District

## **Are teacher salaries equitable throughout the state?**

**NO**

Teachers in districts paying the top 10%  
make 77% more  
than those employed in rural districts  
paying the bottom 10%

## **How are the bottom 10% and top 10% calculated?**

51,422 total teachers in Colorado public schools

Bottom 10%\*...

≅ 5,200 teachers who work in districts with lowest average salaries

Top 10%\*...

≅ 5,500 teachers who work in districts with highest average salaries

\* Bottom 10% and top 10% are approximate because all data are by district

**How many students and teachers are  
in districts paying the bottom 10%?**

**80,000 students\***

**5,200 teachers\***

Or, taken as a whole...  
the **THIRD** largest district in the state

\* Approximate number of students and teachers in districts with lowest 10% average salaries

**Do Mill Levy Overrides (MLO)  
Make a Difference?**

81% of districts without a MLO  
pay in the bottom 10%

100% of districts paying above  
state average have a MLO

\* Based on most current CDE and CSFP data

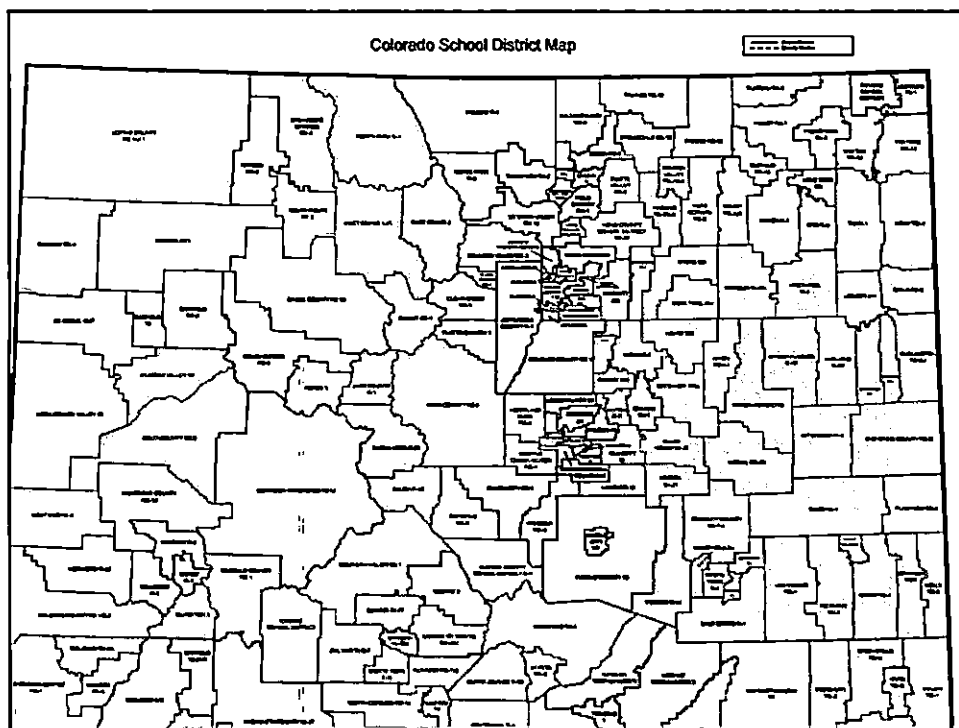


**How many districts are in the  
bottom 10% average salary?**

**110 districts\***

Located in every part of the state

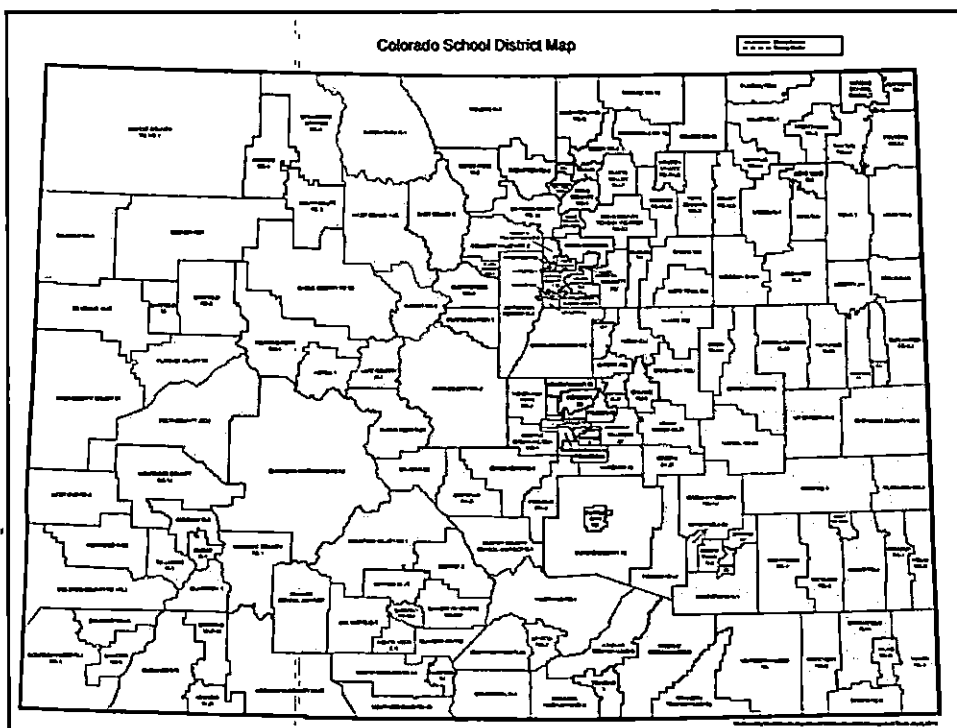
\* Number is approximate and includes school districts and Charter School Institute; does not include BOCES



**How many districts pay above the  
state average teacher salary?**

**15 districts**

All located in northern front  
range and 4 resort communities

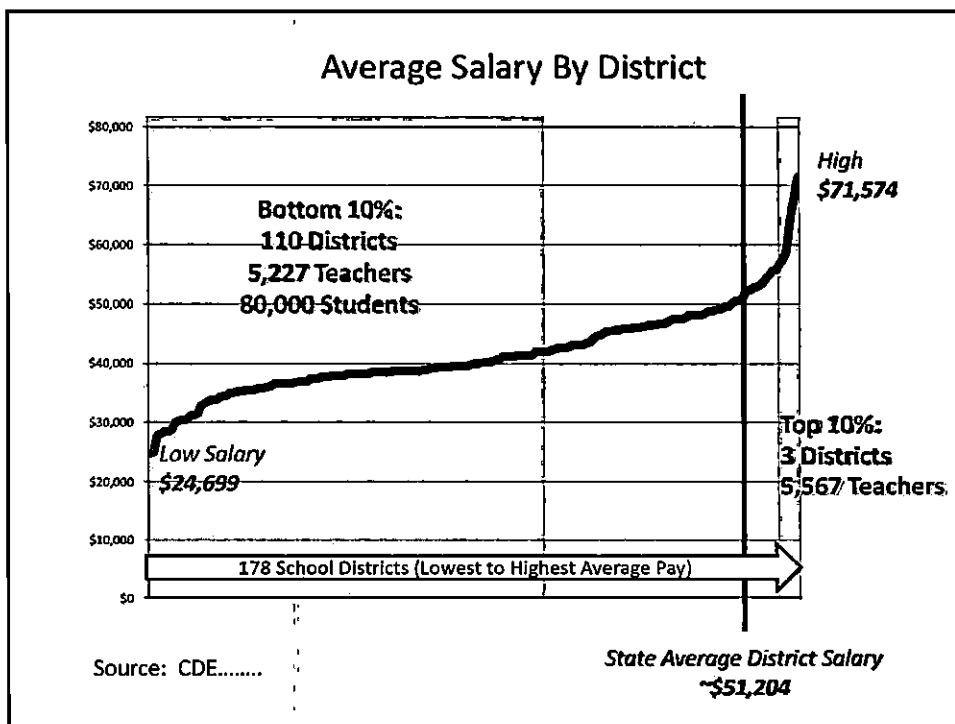


## What is the average salary of teachers in districts paying the bottom 10%?

# \$39,000 per year

\$58,000 average salary of teachers in districts paying top 45%

\$69,000 average salary of teachers in districts paying top 10%



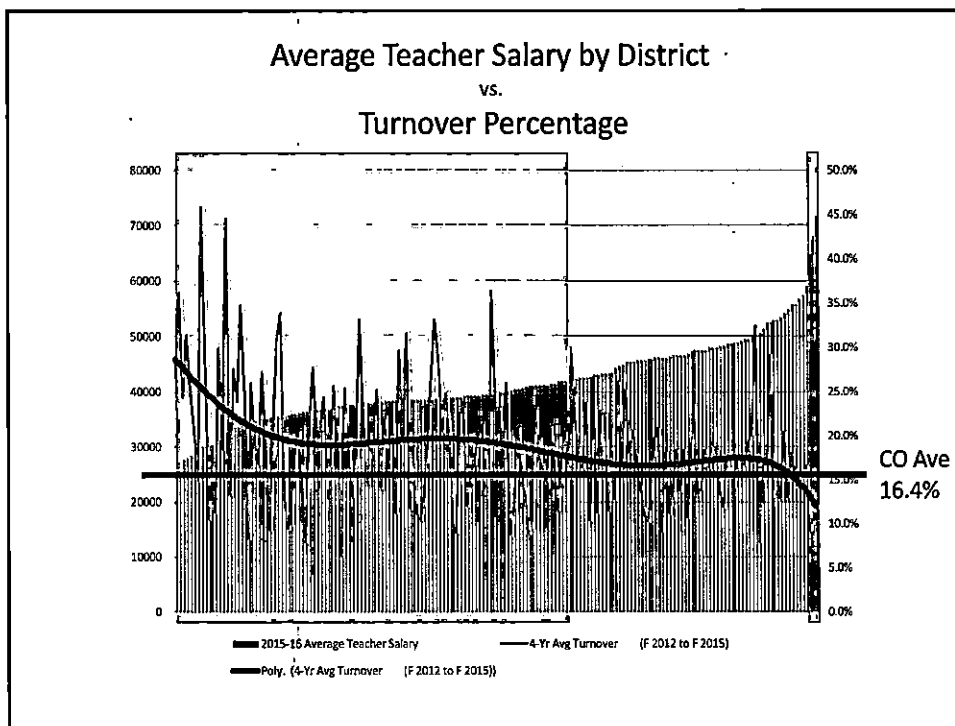
## Does average salary correlate with teacher turnover rates\*?

22% turnover in districts paying bottom 10%

17% *State Average Turnover*

10% turnover in districts paying top 10%

\* All percentages are 4-year averages to account for fluctuations in smaller districts



## What about Cost of Living in lowest 10% and the highest 10%?

Average teacher salary in districts paying the lowest 10% is **21% below** the Cost of Living\*

Average teacher salary in districts paying the highest 10% is **28% above** the Cost of Living\*

\* Based on 2015 Colorado Legislative Council *School District Cost of Living Report*

