

# Colorado Association of School Boards 2017 Annual Convention Colorado Springs, CO

Colorado Rural Schools Alliance

*Teacher Salaries*

Presented by:  
Elizabeth School District

**FACT**

**Teachers have the single most important  
influence on student success**

**FACT**

**Colorado is facing a growing  
teacher shortage**

# IDEA

Talented teachers in EVERY classroom

Teachers earn a living wage

Teachers don't move jobs regularly

Result - positive impact on student  
success throughout the state

# SITUATION

Large inequities in teacher salaries,  
including salaries below the cost of living,  
are:

Affecting supply of teachers in rural CO  
Impacting overall teacher quality  
Contributing to high turnover

# INEQUITIES

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

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

80,000 students

5,200 teachers

Taken as a whole...

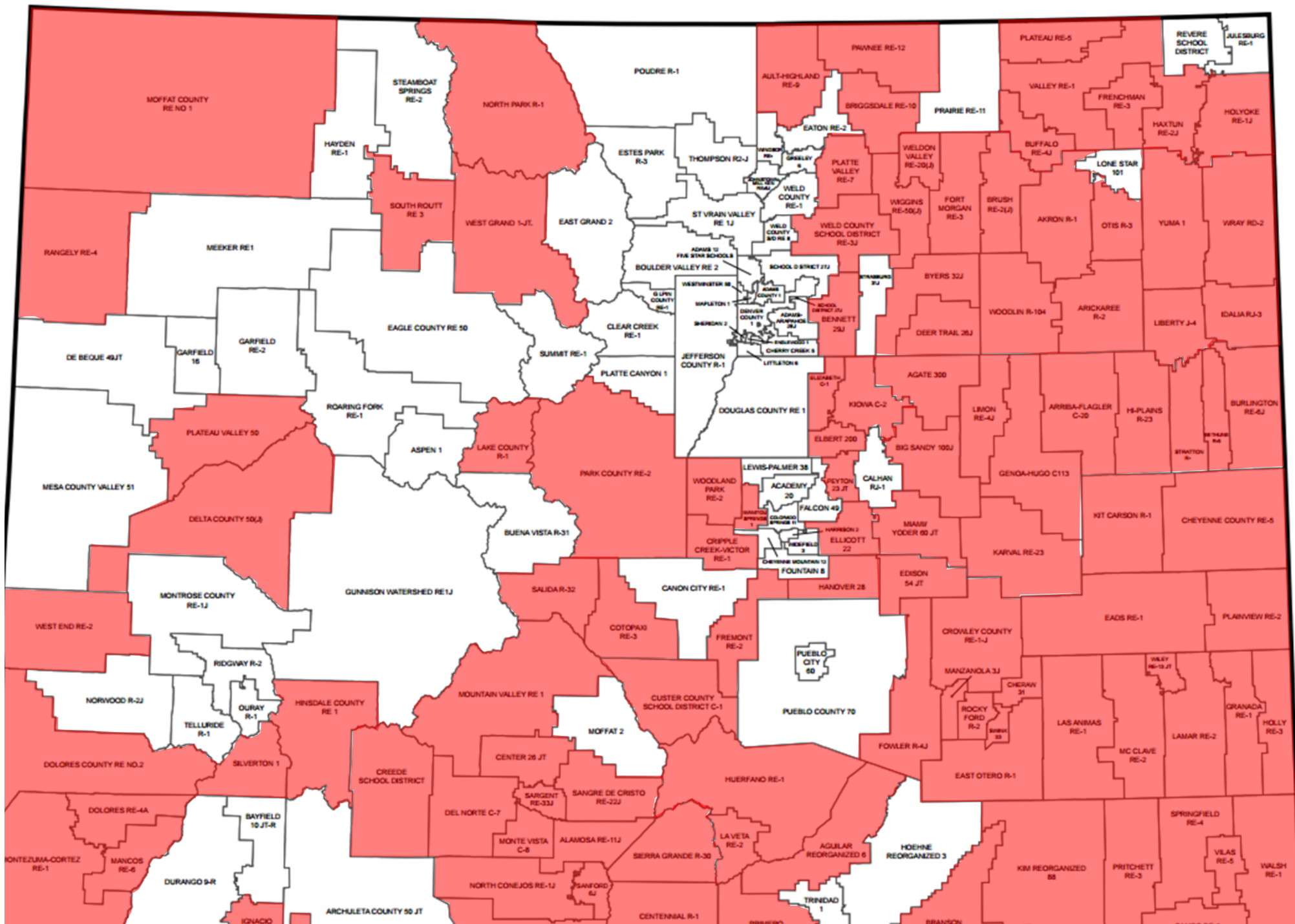
would rank as the THIRD largest district in the state

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

110 districts

Located throughout the state

\_\_\_\_\_ District Border  
 - - - - - County Border



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

**\$39,000 per year**

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

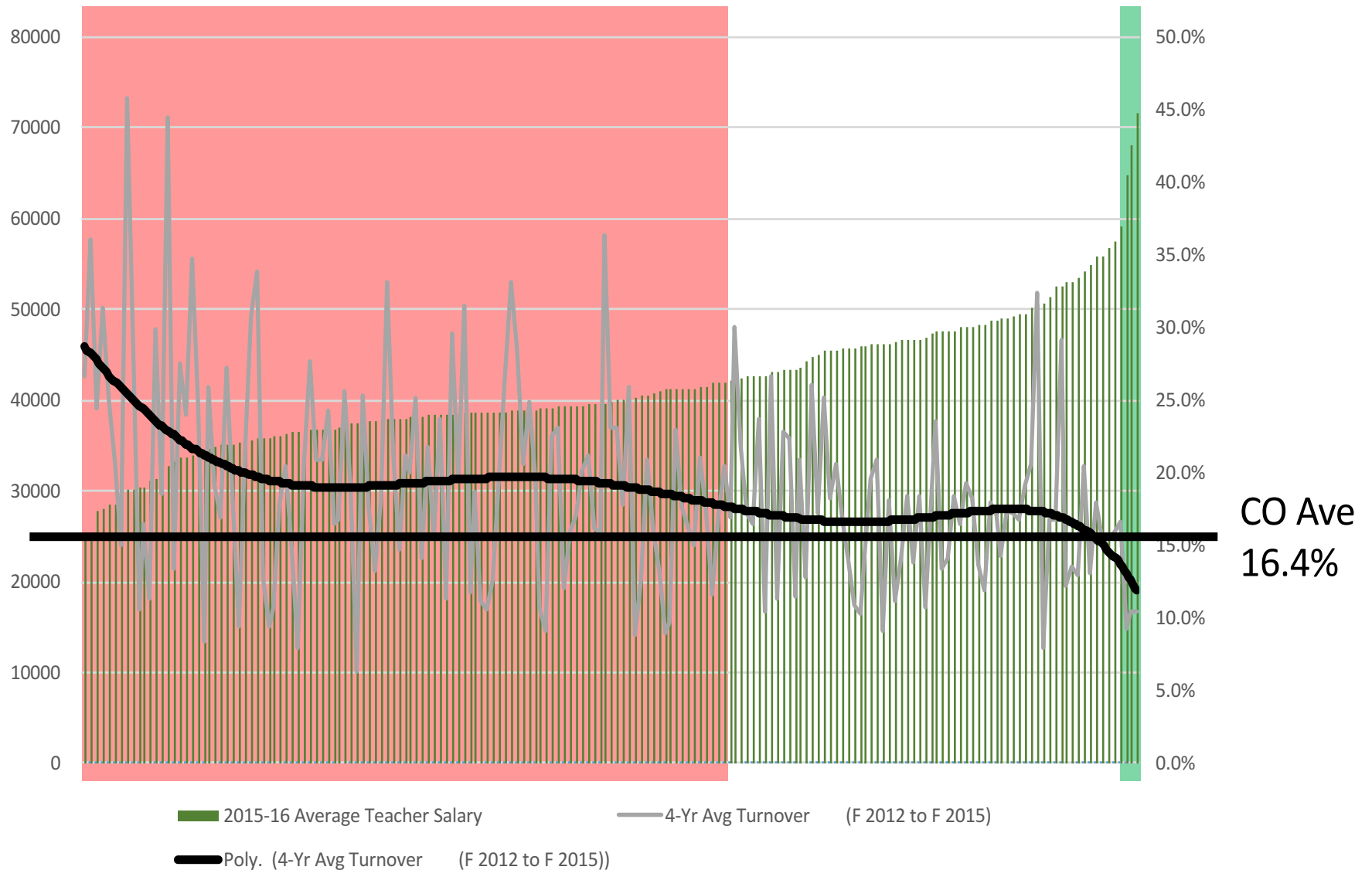
22% turnover in districts  
paying bottom 10%

\* Percentage is 4-year average to account for fluctuations in smaller districts

# Average Teacher Salary by District

vs.

## Turnover Percentage

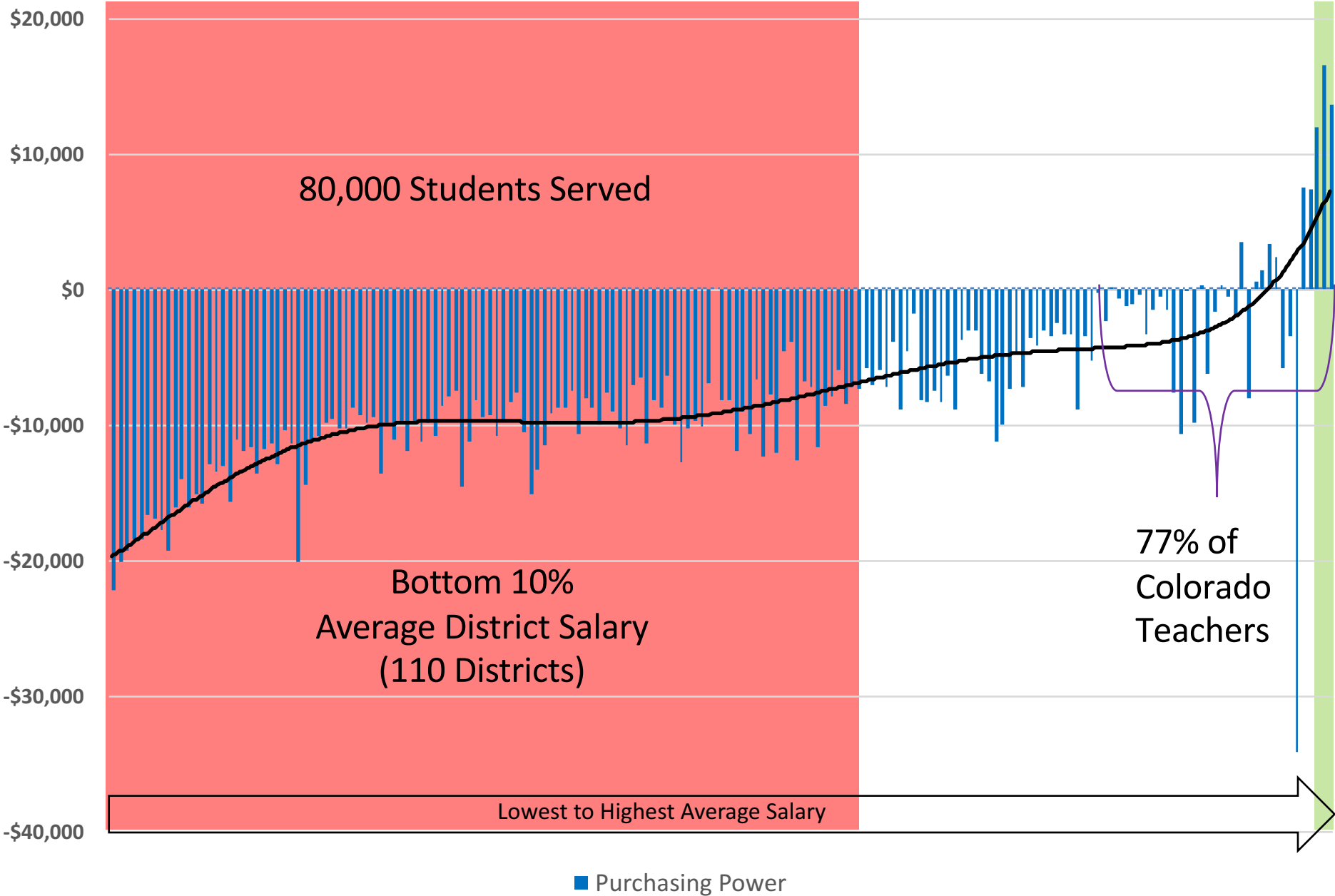


# How do average salaries compare to cost of living ?

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

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

Individual Purchasing Power  
(Average Salary minus Local Cost of Living)



# Commonality among bottom 10%?

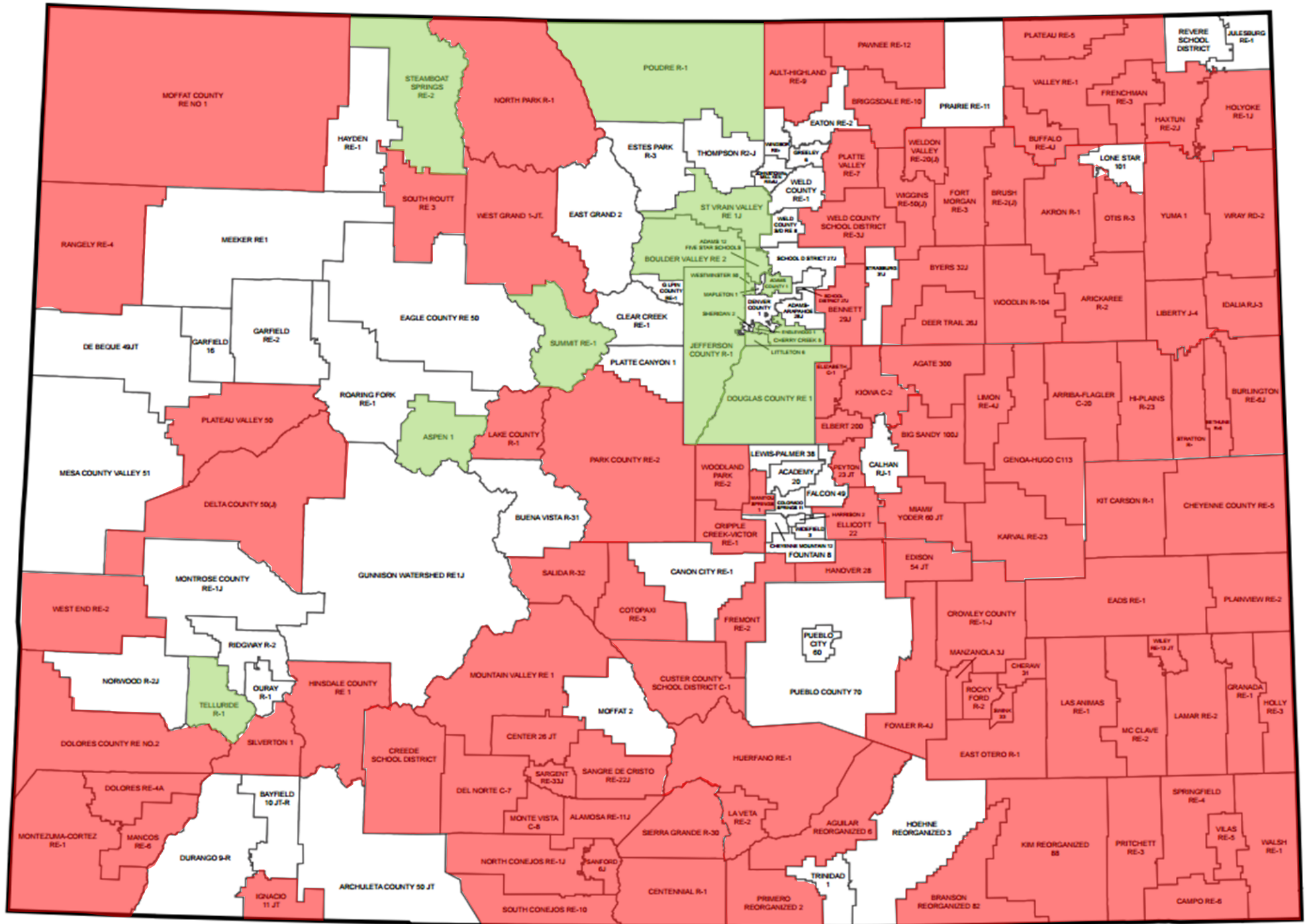
All classified by CDE as RURAL schools.

How many districts have average  
teacher salaries ABOVE the state  
average salary?

15 districts

Geographically concentrated in  
Northern Front Range and  
4 resort communities

----- District Border  
 .... County Border



## Are there other inequities?

Colorado Springs area districts  
\$46,341 average salary

\$5,469 below the state average

Average salaries are \$3,813  
below the cost of living in their districts

## Impact...

18% average turnover  
in Colorado Springs area

14% average turnover  
in districts paying  
above state average salary

# Are there other inequities?

## Boundary Differences:

Ex - Sheridan average salary of \$50,503 is significantly below three neighbors:

Cherry Creek – \$67,940

Littleton – \$64,739

JeffCo - \$54,923

# Data Sources

All data from these slides is extracted from the accompanying spreadsheet which contains 2015-2016 information from:

Colorado Department of Education  
Colorado School Finance Project  
Colorado Legislative Council

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Created by the Elizabeth School District  
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