MEMORANDUM

March 9, 2016

TO: Members of the General Assembly

FROM: Todd Herreid, Fiscal Director, (303) 866-2633

SUBJECT: 2015 School District Cost-of-Living Study

Summary

Legislative Council Staff conducts a study of the cost of living in each school district every two years, as required by state law. The results of the 2015 study indicate that the cost of living, adjusted by where employees live, increased in 177 of the 178 school districts in the state. In 137 of these districts, the change in cost of living from 2013 to 2015 was large enough to increase the cost-of-living factor used in the school finance funding formula.

A cost-of-living study is required to be conducted every two years to update the cost-of-living factors used in the state's school finance funding formula. The first study was conducted in 1993, and a study has been conducted during the summer and fall of each odd-numbered year since. The 2015 study results are used to determine school district cost-of-living factors for fiscal years 2016-17 and 2017-18. A district's cost-of-living factor is used in calculating its per pupil funding level.

Results. The attached appendix shows the results of the 2015 study by school district, which takes into consideration where school district employees live. For example, the cost-of-living estimate for the Mapleton School District in Adams County recognizes that 7 percent of its workforce lives within the district, while the remaining 93 percent primarily live in nearby school districts, such as Denver Public Schools or Jefferson County Public Schools. Compared to 2013, the cost of living was higher in 177 of the 178 school districts in the state, with the change in the cost of living ranging from a low of -1.4 percent to a high of 15.4 percent.

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1Section 22-54-104 (5)(c)(III), C.R.S.
**Study methodology.** The cost-of-living measure for each school district examines the cost of purchasing a similar market basket of housing, goods and services, transportation, and other items in a school district. The 2015 study uses representative purchases made by a three-person household earning an average teacher's salary of $51,930 per year. This amount reflects the average salary for a teacher with a bachelor's degree and ten or more years of teaching experience. The items included are based on the latest Consumer Expenditure Survey for this type of household, prepared by the U.S. Bureau of Labor Statistics. Table 1 illustrates the composition of those purchases in broad categories. Goods and services is the largest category of spending at 31.9 percent of household income, followed by housing at 31.6 percent. Transportation accounts for 17.7 percent of spending, and other items represents 18.9 percent.

### Table 1

**Market Basket for Benchmark Household Earning $51,930**

<table>
<thead>
<tr>
<th>Expenditure Category</th>
<th>Items Included</th>
<th>% of Income</th>
<th>$ Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goods and services</td>
<td>Food at home, food away from home, apparel, entertainment, health care, alcohol, cigarettes, personal care products, sales taxes</td>
<td>31.9%</td>
<td>$16,586</td>
</tr>
<tr>
<td>Housing</td>
<td>Mortgage payment, property taxes, interest, home insurance, utilities, household expenses</td>
<td>31.6%</td>
<td>$16,386</td>
</tr>
<tr>
<td>Transportation</td>
<td>Car payment, gasoline, vehicle insurance, car maintenance and repairs</td>
<td>17.7%</td>
<td>$9,201</td>
</tr>
<tr>
<td>Other</td>
<td>Charitable donations, savings, life insurance, federal and state income taxes</td>
<td>18.9%</td>
<td>$9,757</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>100.0%</strong></td>
<td><strong>$51,930</strong></td>
</tr>
</tbody>
</table>

For the 2015 study, Legislative Council Staff contracted with two private vendors to provide data for computing the cost of a constant market basket in each school district. Pacey Economics, Inc. provided data on goods and services, transportation, income taxes, and housing, with the exception of home values. Pacey continued the practice of on-site visits to retail outlets in school districts to collect information. Retail outlets were selected for price sampling based on the size of the establishment measured by the number of employees, were the probability of a business being included in the sample was proportional to its size. Housing value data were provided by Wildrose Appraisal, Inc. The housing value data were forwarded by Legislative Council Staff to Pacey. Pacey then computed the total cost of the market basket in each district.

Housing costs include mortgage costs of principal and interest, property taxes, and homeowner's insurance (PITI), as well as the cost of utilities, maintenance, household supplies and operations, and household furnishings. PITI costs are based on the value of a 1,500 square-foot house in each school district. Housing costs account for almost 32 percent of expenditures in a three-person household with an income of $51,930.

Wildrose Appraisal, Inc. analyzed a database of nearly all single-family homes in the state to estimate the market value of a 1,500-square-foot home in each school district. The approach used for about half the school districts was to examine all home sales within each school district over an 18-month period to determine the median sales price per square foot. The housing value was determined by multiplying the median sales price per square foot in each district by 1,500 square feet. In the remaining half of school districts, the database of homes sold was supplemented by assessor-determined values to estimate the median sales price per square foot.
foot. This approach was taken because of limited single-family home sales during the 18-month period.

Items in the goods and services component include groceries, meals away from home, clothing, medical and dental care, recreation, and other day-to-day expenses. Data for the goods and services component were obtained from a combination of school district visits and third-party sources. The goods and services category consumes about 32 percent of expenditures for a three-person household with earnings of $51,930. The study made minor changes to the market basket of goods and services that were sampled.

The transportation category consists of the annual cost of owning and operating personal vehicles. These costs include vehicle maintenance and repairs, gasoline and oil, insurance, and vehicle financing. The transportation component accounts for almost 18 percent of market-basket expenditures.

Finally, the other component primarily includes long-term saving, investments, charitable donations, life insurance, federal and state income taxes, and local occupation (head) taxes. Sales taxes are included under the goods and services component; property taxes are included in the housing component. This category accounts for almost 19 percent of the income level used in the study.

**School district geographic shopping patterns.** The cost-of-living study recognizes that not all items in the market basket are purchased within the school district for which the cost of living is being measured. Individuals travel outside school district boundaries to make purchases for a number of reasons, including availability of goods, price, selection, and convenience. Since FY 1998-99, school district cost-of-living amounts have been based on a geographic shopping pattern survey conducted in 1997. A comprehensive update of the shopping pattern survey was conducted in both 2007 and 2009, via a random sampling of more than 2,700 households throughout the state. In 2011, additional surveys were completed to enhance the shopping pattern information for more school districts in the state, as well as to update the 2009 data. Survey respondents provided information about geographic purchasing patterns for 18 types of products, including such things as groceries, restaurant meals, clothing, car maintenance and repair services, and day care services. In the current study, the shopping pattern survey continued to be used for some goods and services, but the prices of certain items previously tracked in the shopping pattern survey were not available. An alternative statistical procedure, called Kriging, was used for these items. This procedure assumes that individuals are more likely to purchase a good or service from a store that is closer as opposed to further away from the school district.

**Cost-of-living factor calculation.** The 2015 study found that the cost to a typical household of purchasing items consistent with an average teacher salary of $51,930 ranged from a low of $44,962 to a high of $77,423 in Colorado school districts. However, for a school district to realize additional per pupil funding through the school finance act, its cost of living must increase by more than 5.38 percent — the percentage by which the $51,930 salary level used in this year’s study increased over the average teacher salary of $49,277 in 2013. The 2013 estimate was updated to reflect the average salary of a teacher with a bachelor’s degree and ten or more years of experience. The percentage increase in cost of living meets this standard in 137 school districts. Figure 1 illustrates the percentage change in the cost of living for all school districts, and groups them into three categories:
The cost-of-living factor will not change for school districts in the first category. Starting in FY 2016-17, the cost-of-living factor will increase for districts in the latter two categories, with the last group realizing a larger change.

The method for calculating changes in district cost-of-living factors — using the cost-of-living dollar amounts contained in this report — is prescribed by state law. When the change in a district's cost of living meets the standard for an increase, its factor is the prior year's factor plus an amount equal to its percentage increase in cost of living divided by 5.38 percent divided by 1,000. Under state law, a district's cost-of-living factor cannot decrease.

**Pacey report.** The full text of the report submitted by Pacey Economics, Inc. is available on the Internet at https://www.colorado.gov/pacific/cga-legislativecouncil/school-finance.
Percentage Change in School District Cost of Living
(each area represents a school district in the state; all green-shaded districts represent those with an increase in the cost-of-living factor; and the number corresponds with the first column of the appendix identifying the school district)
## APPENDIX
### 2015 SCHOOL DISTRICT COST-OF-LIVING STUDY RESULTS

<table>
<thead>
<tr>
<th>Number</th>
<th>County</th>
<th>School District</th>
<th>Housing Costs /1</th>
<th>Transportation Costs /2</th>
<th>Goods &amp; Services /3</th>
<th>Taxes &amp; Other /4</th>
<th>Cost of Living</th>
<th>Change Factor Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Adams</td>
<td>Mapleton</td>
<td>14,550</td>
<td>9,057</td>
<td>15,847</td>
<td>9,807</td>
<td>49,261</td>
<td>7.00% increase</td>
</tr>
<tr>
<td>2</td>
<td>Adams</td>
<td>Northglenn</td>
<td>15,404</td>
<td>8,966</td>
<td>15,881</td>
<td>9,807</td>
<td>50,058</td>
<td>5.66% increase</td>
</tr>
<tr>
<td>3</td>
<td>Adams</td>
<td>Commerce City</td>
<td>14,237</td>
<td>9,156</td>
<td>15,772</td>
<td>9,807</td>
<td>48,972</td>
<td>7.17% increase</td>
</tr>
<tr>
<td>4</td>
<td>Adams</td>
<td>Brighton</td>
<td>14,454</td>
<td>9,168</td>
<td>15,843</td>
<td>9,807</td>
<td>49,272</td>
<td>6.18% increase</td>
</tr>
<tr>
<td>5</td>
<td>Adams</td>
<td>Bennett</td>
<td>14,964</td>
<td>9,239</td>
<td>16,394</td>
<td>9,807</td>
<td>50,404</td>
<td>7.53% increase</td>
</tr>
<tr>
<td>6</td>
<td>Adams</td>
<td>Strasburg</td>
<td>16,046</td>
<td>9,156</td>
<td>16,553</td>
<td>9,807</td>
<td>51,562</td>
<td>7.33% increase</td>
</tr>
<tr>
<td>7</td>
<td>Adams</td>
<td>Westminster</td>
<td>16,142</td>
<td>9,049</td>
<td>16,692</td>
<td>9,807</td>
<td>51,690</td>
<td>5.84% increase</td>
</tr>
<tr>
<td>8</td>
<td>Alamosa</td>
<td>Alamosa</td>
<td>11,105</td>
<td>9,115</td>
<td>17,298</td>
<td>9,807</td>
<td>47,325</td>
<td>4.65% no change</td>
</tr>
<tr>
<td>9</td>
<td>Alamosa</td>
<td>Sangre de Cristo</td>
<td>12,653</td>
<td>9,140</td>
<td>17,204</td>
<td>9,723</td>
<td>52,116</td>
<td>6.57% increase</td>
</tr>
<tr>
<td>10</td>
<td>Arapahoe</td>
<td>Englewood</td>
<td>19,578</td>
<td>9,181</td>
<td>16,144</td>
<td>9,412</td>
<td>54,315</td>
<td>3.82% no change</td>
</tr>
<tr>
<td>11</td>
<td>Arapahoe</td>
<td>Sheridan</td>
<td>17,077</td>
<td>9,112</td>
<td>16,204</td>
<td>9,723</td>
<td>52,116</td>
<td>4.35% no change</td>
</tr>
<tr>
<td>12</td>
<td>Arapahoe</td>
<td>Cherry Creek</td>
<td>16,236</td>
<td>9,222</td>
<td>16,080</td>
<td>9,807</td>
<td>51,345</td>
<td>6.08% increase</td>
</tr>
<tr>
<td>13</td>
<td>Arapahoe</td>
<td>Littleton</td>
<td>17,996</td>
<td>8,943</td>
<td>16,217</td>
<td>9,581</td>
<td>52,737</td>
<td>3.80% no change</td>
</tr>
<tr>
<td>14</td>
<td>Arapahoe</td>
<td>Deer Trail</td>
<td>12,185</td>
<td>9,147</td>
<td>16,547</td>
<td>9,807</td>
<td>48,786</td>
<td>7.43% increase</td>
</tr>
<tr>
<td>15</td>
<td>Arapahoe</td>
<td>Aurora</td>
<td>15,462</td>
<td>9,385</td>
<td>16,151</td>
<td>9,836</td>
<td>50,834</td>
<td>6.72% increase</td>
</tr>
<tr>
<td>16</td>
<td>Arapahoe</td>
<td>Byers</td>
<td>13,319</td>
<td>9,101</td>
<td>16,704</td>
<td>9,807</td>
<td>48,931</td>
<td>10.11% increase</td>
</tr>
<tr>
<td>17</td>
<td>Archuleta</td>
<td>Archuleta</td>
<td>12,624</td>
<td>9,422</td>
<td>18,950</td>
<td>9,807</td>
<td>50,803</td>
<td>13.60% increase</td>
</tr>
<tr>
<td>18</td>
<td>Baca</td>
<td>Walsh</td>
<td>9,671</td>
<td>9,366</td>
<td>17,289</td>
<td>9,807</td>
<td>46,133</td>
<td>13.04% increase</td>
</tr>
<tr>
<td>19</td>
<td>Baca</td>
<td>Pritchett</td>
<td>9,139</td>
<td>9,079</td>
<td>16,936</td>
<td>9,807</td>
<td>44,961</td>
<td>10.46% increase</td>
</tr>
<tr>
<td>20</td>
<td>Baca</td>
<td>Springfield</td>
<td>9,553</td>
<td>9,237</td>
<td>17,066</td>
<td>9,807</td>
<td>45,663</td>
<td>10.66% increase</td>
</tr>
<tr>
<td>21</td>
<td>Baca</td>
<td>Vilas</td>
<td>9,171</td>
<td>9,390</td>
<td>17,167</td>
<td>9,807</td>
<td>45,535</td>
<td>11.60% increase</td>
</tr>
<tr>
<td>22</td>
<td>Baca</td>
<td>Campo</td>
<td>9,792</td>
<td>9,265</td>
<td>17,158</td>
<td>9,807</td>
<td>46,022</td>
<td>13.32% increase</td>
</tr>
<tr>
<td>23</td>
<td>Bent</td>
<td>Las Animas</td>
<td>10,702</td>
<td>8,944</td>
<td>16,966</td>
<td>9,807</td>
<td>46,419</td>
<td>11.02% increase</td>
</tr>
<tr>
<td>24</td>
<td>Bent</td>
<td>McClave</td>
<td>10,185</td>
<td>9,206</td>
<td>16,803</td>
<td>9,807</td>
<td>46,001</td>
<td>12.67% increase</td>
</tr>
<tr>
<td>25</td>
<td>Boulder</td>
<td>St. Vrain</td>
<td>16,254</td>
<td>9,201</td>
<td>17,011</td>
<td>9,807</td>
<td>52,273</td>
<td>7.72% increase</td>
</tr>
<tr>
<td>26</td>
<td>Boulder</td>
<td>Boulder</td>
<td>22,064</td>
<td>9,240</td>
<td>17,457</td>
<td>9,119</td>
<td>57,880</td>
<td>6.52% increase</td>
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<td>27</td>
<td>Chaffee</td>
<td>Buena Vista</td>
<td>14,598</td>
<td>9,521</td>
<td>18,529</td>
<td>9,807</td>
<td>52,455</td>
<td>10.19% increase</td>
</tr>
<tr>
<td>28</td>
<td>Chaffee</td>
<td>Salida</td>
<td>15,091</td>
<td>9,495</td>
<td>18,650</td>
<td>9,807</td>
<td>53,043</td>
<td>11.84% increase</td>
</tr>
<tr>
<td>29</td>
<td>Cheyenne</td>
<td>Kit Carson</td>
<td>9,389</td>
<td>9,103</td>
<td>17,564</td>
<td>9,807</td>
<td>45,863</td>
<td>12.45% increase</td>
</tr>
<tr>
<td>30</td>
<td>Cheyenne</td>
<td>Cheyenne R-5</td>
<td>9,355</td>
<td>9,273</td>
<td>17,536</td>
<td>9,807</td>
<td>46,571</td>
<td>9.31% increase</td>
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<td>31</td>
<td>Clear Creek</td>
<td>Clear Creek</td>
<td>15,335</td>
<td>9,277</td>
<td>16,914</td>
<td>9,807</td>
<td>51,333</td>
<td>3.78% no change</td>
</tr>
<tr>
<td>32</td>
<td>Conejos</td>
<td>North Conejos</td>
<td>8,799</td>
<td>9,014</td>
<td>17,428</td>
<td>9,807</td>
<td>45,038</td>
<td>6.64% increase</td>
</tr>
<tr>
<td>33</td>
<td>Conejos</td>
<td>Sanford</td>
<td>9,195</td>
<td>9,078</td>
<td>17,489</td>
<td>9,807</td>
<td>45,569</td>
<td>7.38% increase</td>
</tr>
<tr>
<td>34</td>
<td>Conejos</td>
<td>South Conejos</td>
<td>9,349</td>
<td>9,230</td>
<td>17,661</td>
<td>9,807</td>
<td>46,047</td>
<td>8.51% increase</td>
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<tr>
<td>35</td>
<td>Costilla</td>
<td>Centennial</td>
<td>9,255</td>
<td>9,266</td>
<td>17,665</td>
<td>9,807</td>
<td>45,993</td>
<td>7.56% increase</td>
</tr>
</tbody>
</table>
## 2015 School District Cost-of-Living Study Results

<table>
<thead>
<tr>
<th>Number</th>
<th>County</th>
<th>School District</th>
<th>2013 Cost of Living Based on Where Employees Live /5</th>
<th>2015 Cost of Living Based on Where Employees Live /6</th>
<th>Percent Change</th>
<th>Districts with Cost of Living Factor Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td>Costilla</td>
<td>Sierra Grande</td>
<td>10,948</td>
<td>9,133</td>
<td>47,258</td>
<td>47,300</td>
</tr>
<tr>
<td>37</td>
<td>Crowley</td>
<td>Crowley</td>
<td>10,386</td>
<td>9,089</td>
<td>46,364</td>
<td>46,680</td>
</tr>
<tr>
<td>38</td>
<td>Custer</td>
<td>Westcliffe</td>
<td>13,306</td>
<td>9,240</td>
<td>50,216</td>
<td>50,232</td>
</tr>
<tr>
<td>39</td>
<td>Delta</td>
<td>Delta</td>
<td>12,837</td>
<td>9,345</td>
<td>49,950</td>
<td>49,938</td>
</tr>
<tr>
<td>40</td>
<td>Denver</td>
<td>Denver</td>
<td>21,408</td>
<td>9,510</td>
<td>56,455</td>
<td>54,738</td>
</tr>
<tr>
<td>41</td>
<td>Dolores</td>
<td>Dolores County RE-2</td>
<td>10,676</td>
<td>9,213</td>
<td>48,885</td>
<td>48,385</td>
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<td>42</td>
<td>Douglas</td>
<td>Douglas</td>
<td>16,519</td>
<td>9,174</td>
<td>51,773</td>
<td>52,046</td>
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<tr>
<td>43</td>
<td>Eagle</td>
<td>Eagle</td>
<td>20,235</td>
<td>9,980</td>
<td>59,754</td>
<td>59,713</td>
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<tr>
<td>44</td>
<td>Elbert</td>
<td>Elizabeth</td>
<td>15,547</td>
<td>9,290</td>
<td>51,702</td>
<td>51,646</td>
</tr>
<tr>
<td>45</td>
<td>Elbert</td>
<td>Kiowa</td>
<td>13,014</td>
<td>9,258</td>
<td>49,416</td>
<td>50,679</td>
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<tr>
<td>46</td>
<td>Elbert</td>
<td>Big Sandy</td>
<td>10,430</td>
<td>9,027</td>
<td>45,648</td>
<td>45,942</td>
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<tr>
<td>47</td>
<td>Elbert</td>
<td>Elbert</td>
<td>13,658</td>
<td>9,179</td>
<td>49,585</td>
<td>50,185</td>
</tr>
<tr>
<td>48</td>
<td>Elbert</td>
<td>Agate</td>
<td>11,106</td>
<td>9,226</td>
<td>46,828</td>
<td>45,958</td>
</tr>
<tr>
<td>49</td>
<td>El Paso</td>
<td>Calhan</td>
<td>12,795</td>
<td>8,973</td>
<td>47,606</td>
<td>48,234</td>
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<td>El Paso</td>
<td>Harrison</td>
<td>13,684</td>
<td>8,888</td>
<td>48,087</td>
<td>49,164</td>
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<td>51</td>
<td>El Paso</td>
<td>Widefield</td>
<td>13,987</td>
<td>9,033</td>
<td>48,611</td>
<td>48,896</td>
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<tr>
<td>52</td>
<td>El Paso</td>
<td>Fountain</td>
<td>13,603</td>
<td>9,163</td>
<td>48,415</td>
<td>49,933</td>
</tr>
<tr>
<td>53</td>
<td>El Paso</td>
<td>Colorado Springs</td>
<td>14,696</td>
<td>8,952</td>
<td>49,187</td>
<td>49,286</td>
</tr>
<tr>
<td>54</td>
<td>El Paso</td>
<td>Cheyenne Mountain</td>
<td>16,122</td>
<td>8,944</td>
<td>50,595</td>
<td>49,689</td>
</tr>
<tr>
<td>55</td>
<td>El Paso</td>
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## APPENDIX
### 2015 SCHOOL DISTRICT COST-OF-LIVING STUDY RESULTS

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<tr>
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<th>Housing Costs /1</th>
<th>Transportation Costs /2</th>
<th>Goods &amp; Services /3</th>
<th>Taxes &amp; Other /4</th>
<th>Cost of Living /5</th>
<th>Percent Change</th>
<th>Districts with Cost of Living Factor Increase</th>
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## APPENDIX
### 2015 SCHOOL DISTRICT COST-OF-LIVING STUDY RESULTS

<table>
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<tr>
<th>Number</th>
<th>County</th>
<th>School District</th>
<th>2013 Cost of Living Based on Where Employees Live /5</th>
<th>2015 Cost of Living Based on Where Employees Live /6</th>
<th>Percent Change</th>
<th>Districts with Cost of Living Factor Increase</th>
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</tr>
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<td>46,423</td>
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<td>Meeker</td>
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<td>45,950</td>
<td>6.68%</td>
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</tr>
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<td>140</td>
<td>Rio Blanco</td>
<td>Rangely</td>
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<td>46,294</td>
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<tr>
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<td>Rio Grande</td>
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<td>142</td>
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<td>Monte Vista</td>
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<td>Sargent</td>
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<td>44,654</td>
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<td>Routt</td>
<td>Hayden</td>
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<td>51,245</td>
<td>8.23%</td>
<td>increase</td>
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<tr>
<td>145</td>
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<td>Steamboat Springs</td>
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<td>55,925</td>
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</tr>
<tr>
<td>146</td>
<td>Routt</td>
<td>South Routt</td>
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<td>147</td>
<td>Saguache</td>
<td>Mountain Valley</td>
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<tr>
<td>148</td>
<td>Saguache</td>
<td>Moffat 2</td>
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<td>45,043</td>
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<tr>
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<td>Saguache</td>
<td>Center</td>
<td>47,025</td>
<td>43,926</td>
<td>7.05%</td>
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</table>
## APPENDIX

### 2015 SCHOOL DISTRICT COST-OF-LIVING STUDY RESULTS

<table>
<thead>
<tr>
<th>Number</th>
<th>County</th>
<th>School District</th>
<th>Housing Costs /1</th>
<th>Transportation Costs /2</th>
<th>Goods &amp; Services /3</th>
<th>Taxes &amp; Other /4</th>
<th>Cost of Living</th>
<th>2015 Cost of Living Based on Where Employees Live /5</th>
<th>2013 Cost of Living Based on Where Employees Live /6</th>
<th>Percent Change</th>
<th>Districts with Cost of Living Factor Increase</th>
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</thead>
<tbody>
<tr>
<td>150</td>
<td>San Juan</td>
<td>Silverton</td>
<td>14,623</td>
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<td>19,442</td>
<td>9,807</td>
<td>53,460</td>
<td>53,461</td>
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<td>Telluride</td>
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<td>59,274</td>
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<td>17,726</td>
<td>9,807</td>
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<td>46,505</td>
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<td>48,980</td>
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</tr>
<tr>
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</tr>
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<td>9,503</td>
<td>17,669</td>
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<tr>
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<td>Woodlin</td>
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<td>9,079</td>
<td>17,456</td>
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<td>9,025</td>
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<td>46,254</td>
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<td>47,900</td>
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<td>46,810</td>
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<td>11.00%</td>
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</table>

/1 Housing includes principal, interest, taxes, and insurance (PITI), plus utilities, maintenance, supplies, and furnishings.
/2 Transportation includes the costs for two vehicles, as well as gas, oil, insurance, and maintenance.
/3 Goods and services include food, clothing, health care, entertainment, etc., as well as applicable sales taxes.
/4 Other costs include long term savings, investments, charitable donations, life insurance, etc.
Taxes include state and federal income taxes and local occupation taxes.
/5 This calculation takes into account where the employees of a school district live, which may not be in the district of employment.
/6 The 2013 estimates were updated to reflect an average salary of $49,277 for a teacher with a bachelor's degree and ten or more years of experience.