

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

NO

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

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

NO

Teachers in the bottom 10% make
56 cents on the dollar
of those employed in the districts paying the top 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 affected*?

80,000 students

5,200 teachers

Or, taken as a whole...

the **THIRD** largest district in the state

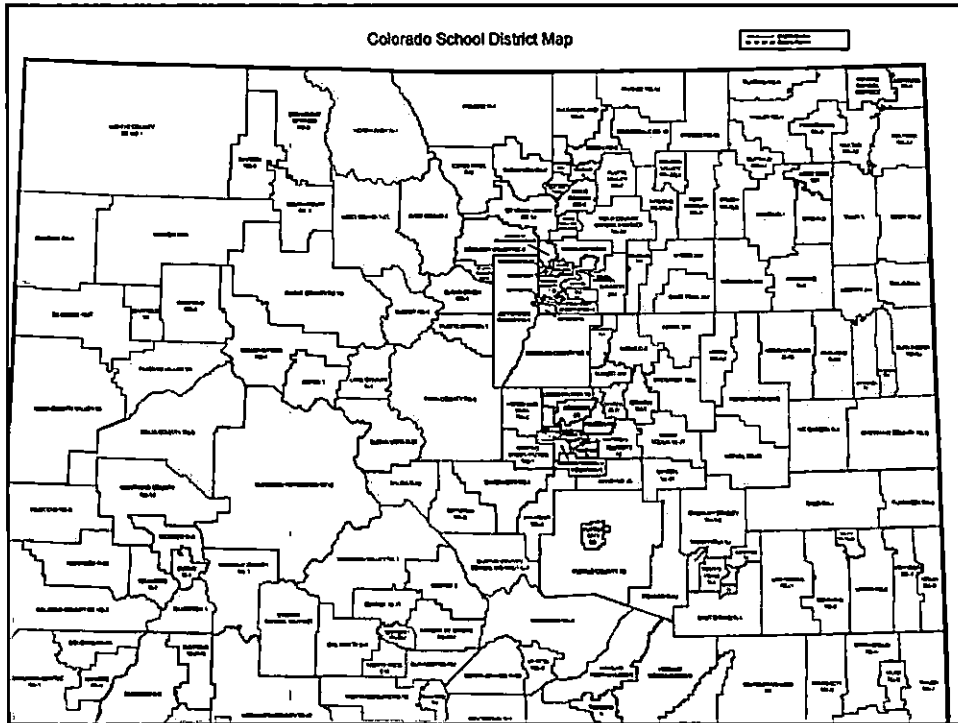
* Approximate number of students and teachers in districts with lowest 10% average salaries

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

110 districts*

Located in every part of the state

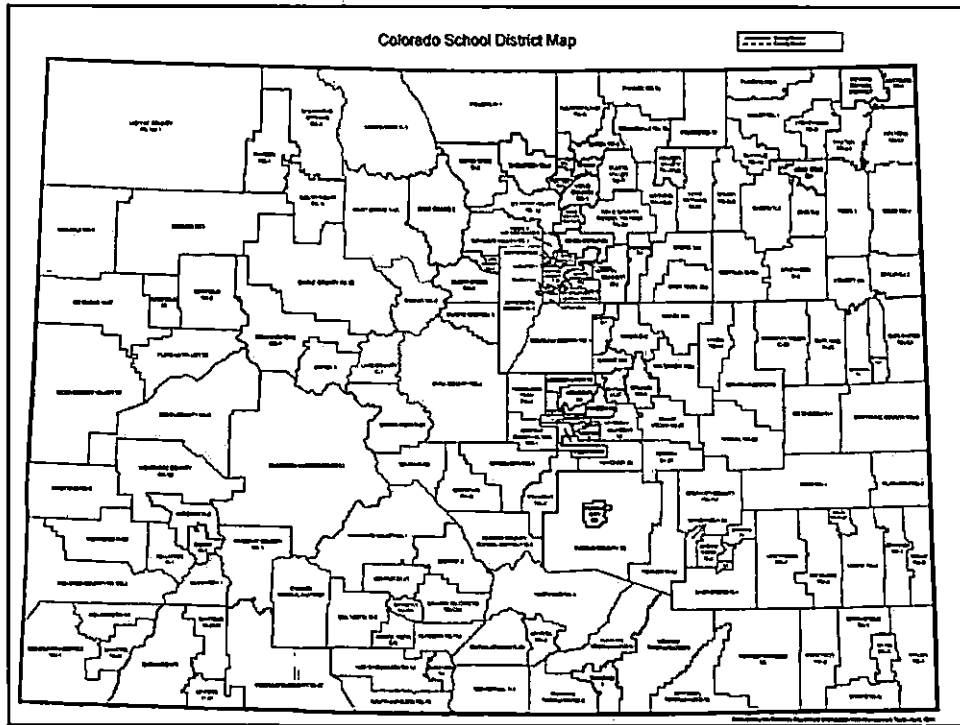
* Number is approximate and includes school districts and Charter School Institute; does not include BOCES



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

15 districts

Located in northern front range
and 4 resort communities



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

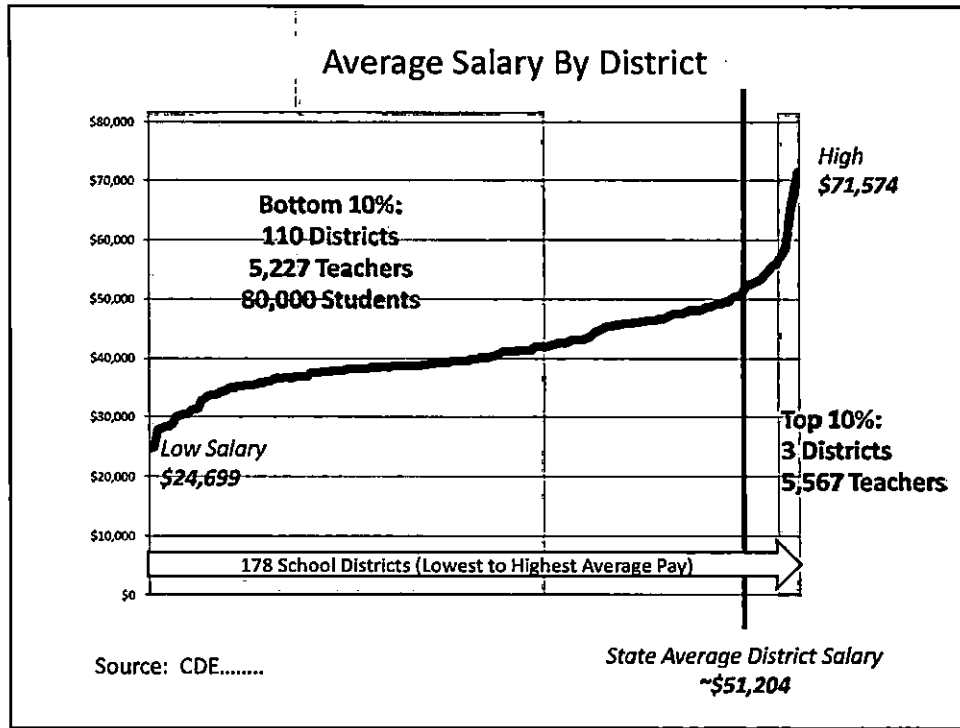
\$39,000 per year

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

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

What is the difference in average salary between districts in the bottom 10% and the top 10%?

\$30,000 per year



Does average salary correlate with teacher turnover rates*?

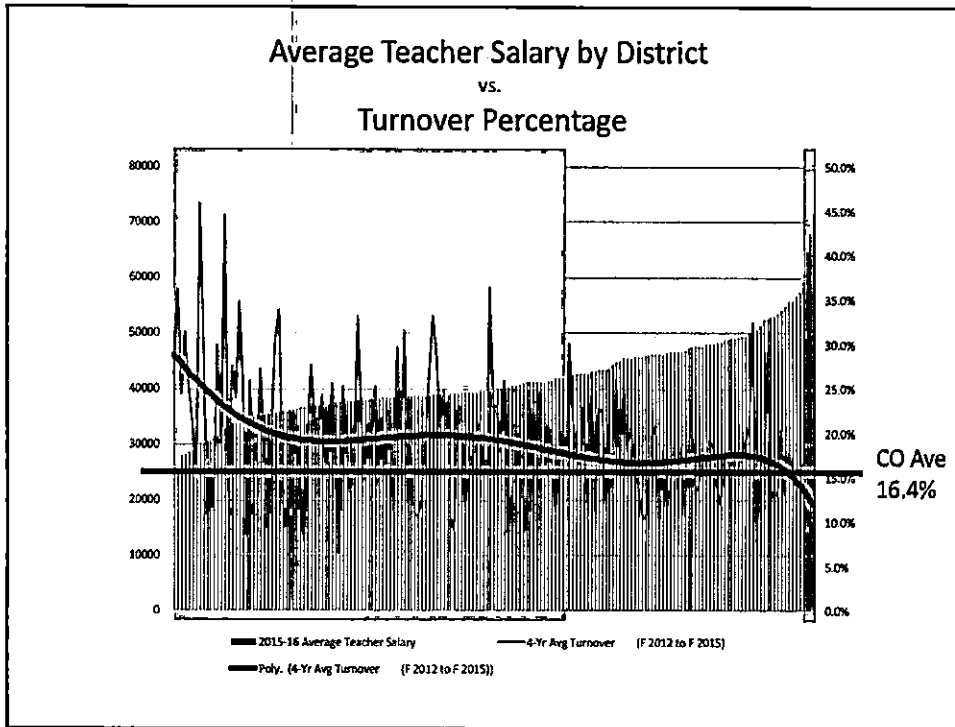
22% turnover in districts paying bottom 10%

17% State Average Turnover

14% turnover in districts paying top 45%

10% turnover in districts paying top 10%

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

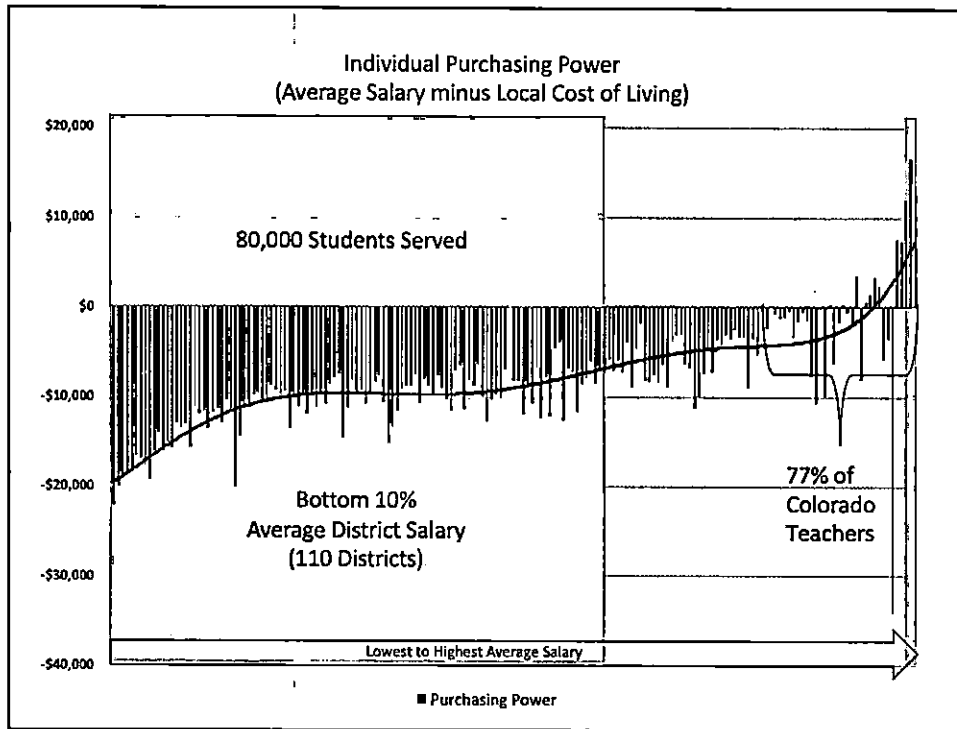


What about Cost of Living in lowest 10% and the highest 10%?

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*



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