



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Memorandum

February 5, 2026

TO: Members of the General Assembly

FROM: Marc Carey, Chief School Finance Officer, (303) 866-4102

SUBJECT: 2025 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 to update the cost of living factors used in the state's school finance funding formula as required by state law.¹ 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 2025 study results are used to determine school district cost of living factors for both the formula in the Public School Finance Act of 2025 (new formula) and the Public School Finance Act of 1994 (old formula) for FY 2026-27 and FY 2027-28.

The results of the 2025 study indicate that the cost of living, adjusted by where employees live, increased in all 178 school districts in the state. In 125 of these districts, the change in the cost of living from 2023 to 2025 was large enough to increase the cost of living factor used in the old school finance funding formula. Factors used in the new formula are re-normalized every two years to the minimum total district cost, and may increase, decrease, or remain unchanged. Factors under the new formula increased for 94 districts, decreased for 64 districts and were unchanged in 20 districts.

Study Results

The attached appendix shows the results of the 2025 study by school district, taking into consideration where school district employees live. For example, the cost of living estimate for the Mapleton School District in Adams County recognizes that 12 percent of its workforce lives within the district, while the remaining 88 percent primarily live in nearby school districts, such

¹ Section 22-54-103.5 (11)(c)(IV), C.R.S. and Section 22-54-104 (5)(c)(III), C.R.S.



as Denver Public Schools or Jefferson County Public Schools. Compared with 2023, the cost of living was higher in all of the 178 school districts in the state, with the change in the cost of living ranging from a low of 11.5 percent to a high of 23.0 percent.

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 2025 study uses representative purchases made by a three-person household earning an average teacher's salary of \$74,131 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. Housing is the largest category of spending at 33.3 percent of household income, followed by goods and services at 27.4 percent. Transportation accounts for 19.1 percent of spending, and other items represent 20.2 percent.

Table 1
Market Basket for Benchmark Household Earning \$74,131

Expenditure Category	Items Included	Share of Income	Spending Amount
Housing	Mortgage or rental payment, property taxes, interest, home insurance, utilities, household expenses	33.3%	\$24,682
Goods and services	Food at home, food away from home, apparel, entertainment, health care, alcohol, cigarettes, personal care products, sales taxes	27.4%	\$20,269
Transportation	Car payment, gasoline, vehicle insurance, car maintenance and repairs	19.1%	\$14,184
Other	Charitable donations, savings, life insurance, federal and state income taxes	20.2%	\$14,996
TOTAL		100.0%	\$74,131



Vendors

For the 2025 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. Corona Insights provided data on goods and services, transportation, income taxes, and housing, with the exception of home values. Prices for most retail goods and services were obtained by making phone calls to individual businesses and visiting the websites of selected retailers. Retail outlets were selected for price sampling based on estimated market share. Prices for most bills were collected from information provided in government publications, other publicly available data, and through municipal authorities. Housing value data were provided by San Matteo Data Analytics, Inc. and forwarded to Corona by Legislative Council Staff. Corona then computed the total cost of the market basket in each district.

Housing Costs

Housing costs include mortgage costs of principal and interest, property taxes, 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. Estimates of housing rental costs were also included. Housing costs account for just over 33 percent of expenditures in a three-person household with an income of \$74,131.

San Matteo Data Analytics, 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 60 percent of 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 40 percent of school districts, the database of homes sold was supplemented by similar properties in the area to estimate the median sales price per square foot. This approach was taken because of limited single-family home sales during the 18-month period in those districts.

Corona also provided information on the housing rental market for each school district. Rental costs were primarily based on median gross rent estimates for a two- or three-bedroom home. These data were supplemented with spatially interpolated estimates for many of the smaller districts. Data on renter's insurance premiums were included in these cost estimates.



Goods and Services

Items in the goods and services component include groceries, meals away from home, medical and dental care, recreation, and other day-to-day expenses. Data for the goods and services component were obtained largely from a combination of telephone surveys and third-party sources. The goods and services category consumes just over 27 percent of expenditures for a three-person household with earnings of \$74,131. The 2025 study made minor changes to the market basket of goods and services that were sampled.

Transportation

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 just over 19 percent of market basket expenditures.

Other Costs

Finally, the other component primarily includes select services, education, 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 just over 20 percent of the income level used in the study.

School District 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. The first geographic shopping pattern survey was conducted in 1997. A comprehensive update was conducted in both 2007 and 2009, and additional surveys were completed in 2011 to enhance the shopping pattern information for more school districts in the state.

In 2019, Legislative Council Staff prioritized creating an updated shopping patterns model for the first time since 2011. Corona Insights conducted a survey of residents in each district to gather input about where they most recently purchased a series of goods. Data from these



surveys, in conjunction with mathematical modeling methods, were used to construct an updated geographic shopping matrix, describing where the residents of each district typically purchase particular products (i.e., what proportion of purchases were made in the home district, neighboring districts, online, etc.). This shopping patterns model was not updated as part of the 2025 study.

Cost of Living Factor Calculation

Old Formula

The 2025 study found that the cost to a typical household of purchasing items consistent with an average teacher salary of \$74,131 ranged from a low of \$61,281 to a high of \$106,510 in Colorado school districts. However, for a school district to realize additional per pupil funding under the old formula, its cost of living must increase by more than 16.04 percent — the percentage by which the \$74,131 salary level used in this year's study increased over the average teacher salary of \$63,882 in 2023. The percentage increase in cost of living meets this standard in 125 school districts.

Figure 1 below is a map illustrating the change in the cost of living under the old formula for all school districts, and grouping them into two categories:

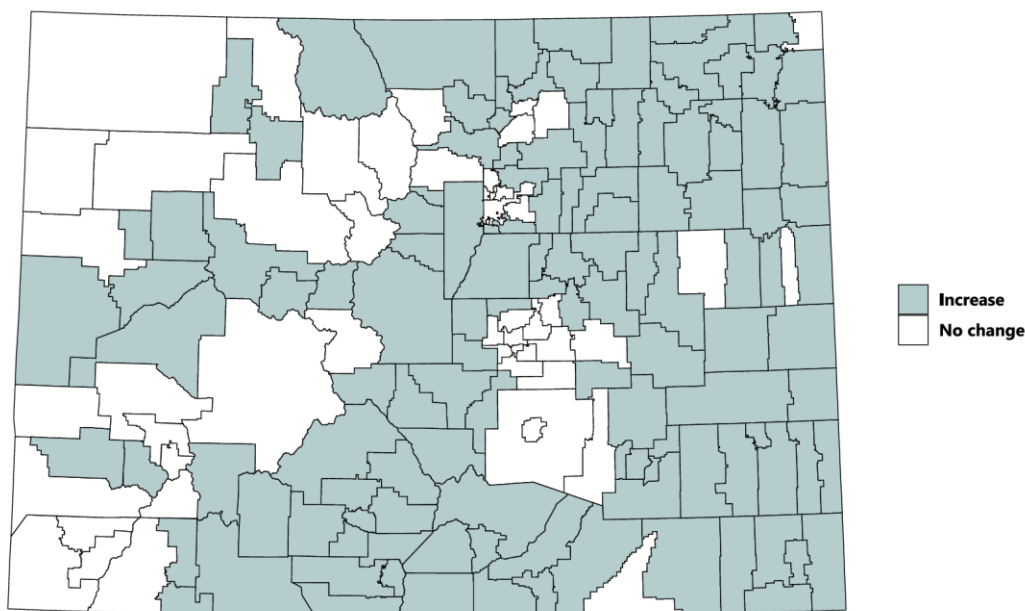
- districts with a change in cost of living below 16.04 percent; and
- districts with an increase in cost of living of between above 16.04 percent.

The cost of living factor will not change for school districts in the first category. Starting in FY 2026-27, the cost of living factor will increase for districts in the latter categories.

The method for calculating changes in district cost of living factors under the old formula — using the cost of living dollar amounts contained in this report — is prescribed by state law. For the old formula, when the change in a district's cost of living meets the standard for an increase, its cost of living factor is the prior year's factor plus an amount equal to its percentage increase in cost of living divided by 16.04 percent divided by 1,000. Under statute governing the old formula, a district's cost of living factor cannot decrease.



Figure 1
Change in School District Cost of Living Factors Under the Old Formula



Source: Legislative Council Staff.

New Formula

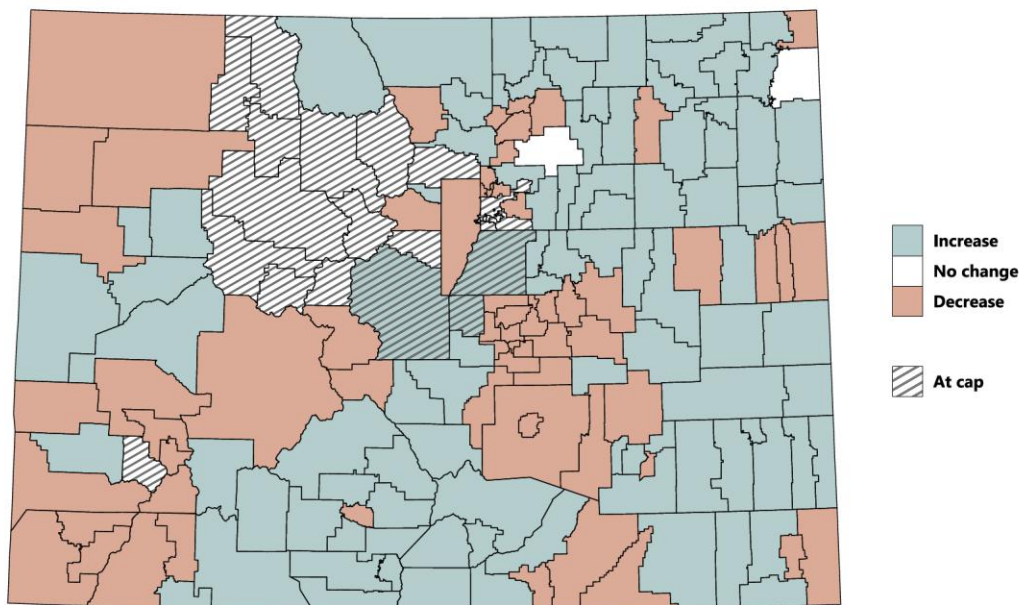
Under the new formula, cost of living factors are re-calculated every two years, and may either increase, decrease, or remain unchanged. New formula cost of living factors are also capped and can never go higher than 0.23. Figure 2 below is a map illustrating the percentage change in the cost of living factors under the new formula for all school districts, and grouping them into three categories:

- districts whose new formula cost of living factors increased;
- districts whose new formula cost of living factors decreased;
- districts whose new formula cost of living factors remained unchanged.

Districts with hatches in the map are those whose new formula cost of living factors are capped at 0.23.



Figure 2
Change in School District Cost of Living Factors Under the New Formula



Source: Legislative Council Staff.

Full Cost of Living Report

The [full text of the report](#) submitted by Corona Insights is available on the Legislative Council Staff website.

APPENDIX
2025 School District Cost-of-Living Study Results

ID	County	School District						Cost of Living	2025 Cost of Living Based on Where Employees Live /5		2023 Cost of Living Based on Where Employees Live	Percent Change	Districts with Cost of Living Factor Increase Under Old Formula	Districts with Cost of Living Factor Increase Under New Formula/6
			Housing Costs /1	Transportation Costs /2	Goods & Services /3	Taxes & Other /4								
		State Average	\$ 24,682	\$ 14,184	\$ 20,269	\$ 14,996	\$ 74,131	\$ 74,131	\$ 63,882	16.04%	NA	NA		
1	Adams	Mapleton	\$ 20,825	\$ 12,427	\$ 17,126	\$ 13,684	\$ 64,062	\$ 75,304	\$ 65,207	15.48%	no change	Decrease		
2	Adams	Northglenn	\$ 21,748	\$ 12,195	\$ 16,763	\$ 13,684	\$ 64,390	\$ 75,080	\$ 64,865	15.75%	no change	Decrease		
3	Adams	Commerce City	\$ 20,023	\$ 12,186	\$ 16,769	\$ 13,684	\$ 62,662	\$ 74,770	\$ 65,143	14.78%	no change	Decrease		
4	Adams	Brighton	\$ 19,981	\$ 12,399	\$ 16,569	\$ 13,684	\$ 62,632	\$ 75,093	\$ 63,747	17.80%	increase	Increase		
5	Adams	Bennett	\$ 19,723	\$ 12,839	\$ 15,858	\$ 13,684	\$ 62,103	\$ 74,968	\$ 63,181	18.66%	increase	Increase		
6	Adams	Strasburg	\$ 20,541	\$ 12,388	\$ 15,448	\$ 13,684	\$ 62,061	\$ 73,400	\$ 62,061	18.27%	increase	Increase		
7	Adams	Westminster	\$ 22,970	\$ 11,931	\$ 16,095	\$ 13,684	\$ 64,680	\$ 75,263	\$ 65,079	15.65%	no change	Decrease		
8	Alamosa	Alamosa	\$ 13,379	\$ 10,542	\$ 17,568	\$ 13,684	\$ 55,171	\$ 65,420	\$ 55,330	18.24%	increase	Increase		
9	Alamosa	Sangre de Cristo	\$ 13,615	\$ 11,297	\$ 17,484	\$ 13,684	\$ 56,080	\$ 65,682	\$ 55,424	18.51%	increase	Increase		
10	Arapahoe	Englewood	\$ 23,720	\$ 12,025	\$ 17,215	\$ 13,684	\$ 66,644	\$ 76,451	\$ 66,063	15.72%	no change	No Change		
11	Arapahoe	Sheridan	\$ 21,820	\$ 11,975	\$ 16,949	\$ 13,711	\$ 64,455	\$ 76,214	\$ 65,717	15.97%	no change	No Change		
12	Arapahoe	Cherry Creek	\$ 22,243	\$ 12,027	\$ 16,163	\$ 13,693	\$ 64,125	\$ 76,043	\$ 65,064	16.87%	increase	No Change		
13	Arapahoe	Littleton	\$ 23,798	\$ 11,928	\$ 17,445	\$ 13,684	\$ 66,855	\$ 76,398	\$ 65,569	16.52%	increase	No Change		
14	Arapahoe	Deer Trail	\$ 17,469	\$ 13,334	\$ 16,202	\$ 13,684	\$ 60,689	\$ 73,914	\$ 61,420	20.34%	increase	Increase		
15	Arapahoe	Aurora	\$ 21,183	\$ 12,320	\$ 16,449	\$ 13,702	\$ 63,653	\$ 75,686	\$ 65,552	15.46%	no change	Decrease		
16	Arapahoe	Byers	\$ 19,142	\$ 13,250	\$ 15,961	\$ 13,684	\$ 62,037	\$ 74,474	\$ 62,858	18.48%	increase	Increase		
17	Archuleta	Archuleta	\$ 17,245	\$ 11,379	\$ 18,069	\$ 13,684	\$ 60,377	\$ 71,286	\$ 60,391	18.04%	increase	Increase		
18	Baca	Walsh	\$ 10,697	\$ 10,869	\$ 18,393	\$ 13,684	\$ 53,642	\$ 62,329	\$ 53,525	16.45%	increase	Decrease		
19	Baca	Pritchett	\$ 10,941	\$ 11,829	\$ 16,974	\$ 13,684	\$ 53,427	\$ 63,108	\$ 53,558	17.83%	increase	Increase		
20	Baca	Springfield	\$ 10,636	\$ 9,978	\$ 17,812	\$ 13,684	\$ 52,110	\$ 61,711	\$ 52,598	17.33%	increase	Increase		
21	Baca	Vilas	\$ 10,593	\$ 10,304	\$ 18,152	\$ 13,684	\$ 52,732	\$ 61,591	\$ 52,648	16.99%	increase	Decrease		
22	Baca	Campo	\$ 10,870	\$ 11,156	\$ 17,885	\$ 13,684	\$ 53,595	\$ 63,623	\$ 52,953	20.15%	increase	Increase		
23	Bent	Las Animas	\$ 13,243	\$ 10,907	\$ 17,018	\$ 13,684	\$ 54,852	\$ 66,480	\$ 56,496	17.67%	increase	Increase		
24	Bent	McClave	\$ 12,092	\$ 11,621	\$ 17,761	\$ 13,684	\$ 55,158	\$ 65,425	\$ 54,398	20.27%	increase	Increase		
25	Boulder	St. Vrain	\$ 20,603	\$ 11,725	\$ 16,330	\$ 13,684	\$ 62,342	\$ 74,694	\$ 63,166	18.25%	increase	Increase		
26	Boulder	Boulder	\$ 25,509	\$ 11,401	\$ 16,854	\$ 13,684	\$ 67,447	\$ 76,281	\$ 65,944	15.68%	no change	No Change		
27	Chaffee	Buena Vista	\$ 19,983	\$ 11,344	\$ 18,297	\$ 13,684	\$ 63,308	\$ 72,510	\$ 63,319	14.52%	no change	Decrease		
28	Chaffee	Salida	\$ 19,430	\$ 11,382	\$ 18,432	\$ 13,684	\$ 62,928	\$ 73,144	\$ 62,962	16.17%	increase	Decrease		
29	Cheyenne	Kit Carson	\$ 10,909	\$ 11,795	\$ 18,327	\$ 13,684	\$ 54,716	\$ 65,560	\$ 54,716	19.82%	increase	Increase		
30	Cheyenne	Cheyenne R-5	\$ 12,828	\$ 10,519	\$ 17,362	\$ 13,684	\$ 54,392	\$ 64,892	\$ 54,392	19.30%	increase	Increase		
31	Clear Creek	Clear Creek	\$ 21,126	\$ 12,079	\$ 17,324	\$ 13,684	\$ 64,212	\$ 74,990	\$ 64,453	16.35%	increase	Decrease		
32	Conejos	North Conejos	\$ 11,935	\$ 11,360	\$ 17,588	\$ 13,684	\$ 54,567	\$ 64,716	\$ 54,678	18.36%	increase	Increase		
33	Conejos	Sanford	\$ 11,719	\$ 11,333	\$ 17,665	\$ 13,684	\$ 54,401	\$ 64,492	\$ 54,471	18.40%	increase	Increase		
34	Conejos	South Conejos	\$ 11,453	\$ 11,756	\$ 17,465	\$ 13,684	\$ 54,357	\$ 64,749	\$ 54,566	18.66%	increase	Increase		
35	Costilla	Centennial	\$ 11,940	\$ 11,858	\$ 17,506	\$ 13,684	\$ 54,987	\$ 65,600	\$ 54,987	19.30%	increase	Increase		
36	Costilla	Sierra Grande	\$ 13,606	\$ 11,173	\$ 17,355	\$ 13,684	\$ 55,818	\$ 65,560	\$ 55,699	17.70%	increase	Increase		
37	Crowley	Crowley	\$ 14,734	\$ 11,651	\$ 17,812	\$ 13,684	\$ 57,881	\$ 65,721	\$ 56,493	16.33%	increase	Decrease		
38	Custer	Westcliffe	\$ 16,293	\$ 12,688	\$ 18,144	\$ 13,684	\$ 60,809	\$ 72,436	\$ 60,855	19.03%	increase	Increase		

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2025 School District Cost-of-Living Study Results

										2025 Cost of Living Based on Where Employees Live /5		2023 Cost of Living Based on Where Employees Live	Percent Change	Districts with Cost of Living Factor Increase Under Old Formula	Districts with Cost of Living Factor Increase Under New Formula/6				
ID	County	School District		Housing Costs /1	Transportation Costs /2	Goods & Services /3	Taxes & Other /4	Cost of Living											
39	Delta	Delta	\$	15,586	\$	11,588	\$	17,664	\$	13,684	\$	58,522	\$	69,187	\$	58,690	17.89%	increase	Increase
40	Denver	Denver	\$	26,043	\$	12,021	\$	16,673	\$	13,736	\$	68,473	\$	75,973	\$	66,895	13.57%	no change	No Change
41	Dolores	Dolores County RE-2	\$	14,365	\$	11,106	\$	19,792	\$	13,684	\$	58,947	\$	67,339	\$	59,086	13.97%	no change	Decrease
42	Douglas	Douglas	\$	22,384	\$	11,776	\$	16,269	\$	13,684	\$	64,112	\$	75,973	\$	64,303	18.15%	increase	Increase
43	Eagle	Eagle	\$	24,246	\$	11,430	\$	19,794	\$	13,684	\$	69,154	\$	77,543	\$	69,166	12.11%	no change	No Change
44	Elbert	Elizabeth	\$	19,279	\$	13,204	\$	16,298	\$	13,684	\$	62,465	\$	74,521	\$	63,226	17.86%	increase	Increase
45	Elbert	Kiowa	\$	17,460	\$	13,058	\$	16,306	\$	13,684	\$	60,509	\$	73,696	\$	61,805	19.24%	increase	Increase
46	Elbert	Big Sandy	\$	15,548	\$	13,136	\$	17,323	\$	13,684	\$	59,690	\$	70,049	\$	60,063	16.63%	increase	Decrease
47	Elbert	Elbert	\$	18,350	\$	13,914	\$	16,530	\$	13,684	\$	62,478	\$	72,873	\$	62,025	17.49%	increase	Increase
48	Elbert	Agate	\$	16,913	\$	14,907	\$	16,271	\$	13,684	\$	61,774	\$	72,109	\$	61,385	17.47%	increase	Increase
49	El Paso	Calhan	\$	16,589	\$	13,100	\$	17,844	\$	13,684	\$	61,217	\$	72,030	\$	61,895	16.37%	increase	Decrease
50	El Paso	Harrison	\$	19,538	\$	11,650	\$	17,341	\$	13,684	\$	62,213	\$	71,740	\$	62,972	13.92%	no change	Decrease
51	El Paso	Widefield	\$	20,892	\$	11,521	\$	17,403	\$	13,684	\$	63,499	\$	71,812	\$	63,118	13.77%	no change	Decrease
52	El Paso	Fountain	\$	20,887	\$	11,540	\$	17,485	\$	13,684	\$	63,596	\$	71,419	\$	63,037	13.30%	no change	Decrease
53	El Paso	Colorado Springs	\$	19,624	\$	11,539	\$	17,515	\$	13,684	\$	62,361	\$	72,209	\$	62,782	15.02%	no change	Decrease
54	El Paso	Cheyenne Mountain	\$	21,520	\$	11,454	\$	17,553	\$	13,684	\$	64,210	\$	72,714	\$	63,358	14.77%	no change	Decrease
55	El Paso	Manitou Springs	\$	21,467	\$	11,983	\$	17,313	\$	13,684	\$	64,447	\$	73,256	\$	63,187	15.94%	no change	Decrease
56	El Paso	Academy	\$	20,721	\$	11,553	\$	17,560	\$	13,684	\$	63,517	\$	73,191	\$	63,269	15.68%	no change	Decrease
57	El Paso	Ellicott	\$	17,115	\$	12,444	\$	17,966	\$	13,684	\$	61,210	\$	70,988	\$	62,111	14.29%	no change	Decrease
58	El Paso	Peyton	\$	19,011	\$	12,939	\$	17,976	\$	13,684	\$	63,610	\$	73,027	\$	63,126	15.68%	no change	Decrease
59	El Paso	Hanover	\$	16,749	\$	12,758	\$	17,548	\$	13,684	\$	60,739	\$	71,088	\$	62,504	13.73%	no change	Decrease
60	El Paso	Lewis-Palmer	\$	20,890	\$	11,936	\$	17,409	\$	13,684	\$	63,919	\$	74,058	\$	63,594	16.45%	increase	Decrease
61	El Paso	Falcon	\$	19,867	\$	11,901	\$	17,848	\$	13,684	\$	63,299	\$	72,462	\$	62,939	15.13%	no change	Decrease
62	El Paso	Edison	\$	15,528	\$	13,431	\$	17,589	\$	13,684	\$	60,231	\$	72,372	\$	60,290	20.04%	increase	Increase
63	El Paso	Miami-Yoder	\$	15,685	\$	13,360	\$	17,692	\$	13,684	\$	60,421	\$	71,895	\$	61,991	15.98%	no change	Decrease
64	Fremont	Canon City	\$	16,713	\$	11,258	\$	17,954	\$	13,684	\$	59,608	\$	70,597	\$	59,922	17.81%	increase	Increase
65	Fremont	Florence	\$	16,096	\$	12,314	\$	18,129	\$	13,684	\$	60,223	\$	70,590	\$	60,378	16.91%	increase	Decrease
66	Fremont	Cotopaxi	\$	16,987	\$	12,583	\$	18,139	\$	13,684	\$	61,393	\$	72,773	\$	61,480	18.37%	increase	Increase
67	Garfield	Roaring Fork RE-1	\$	23,699	\$	12,000	\$	19,026	\$	13,684	\$	68,409	\$	80,965	\$	68,234	18.66%	increase	No Change
68	Garfield	Rifle	\$	18,925	\$	12,234	\$	18,969	\$	13,684	\$	63,811	\$	75,538	\$	63,589	18.79%	increase	Increase
69	Garfield	Parachute	\$	15,659	\$	13,110	\$	18,956	\$	13,684	\$	61,409	\$	72,233	\$	61,337	17.76%	increase	Increase
70	Gilpin	Gilpin	\$	18,673	\$	11,654	\$	15,634	\$	13,684	\$	59,644	\$	73,238	\$	62,033	18.06%	increase	Increase
71	Grand	West Grand	\$	18,533	\$	12,515	\$	19,752	\$	13,684	\$	64,483	\$	75,813	\$	65,351	16.01%	no change	No Change
72	Grand	East Grand	\$	22,670	\$	11,398	\$	19,356	\$	13,684	\$	67,107	\$	77,140	\$	67,086	14.99%	no change	No Change
73	Gunnison	Gunnison	\$	21,847	\$	11,355	\$	18,250	\$	13,684	\$	65,136	\$	74,441	\$	65,136	14.29%	no change	Decrease
74	Hinsdale	Hinsdale	\$	16,997	\$	11,273	\$	18,406	\$	13,684	\$	60,360	\$	71,377	\$	60,424	18.13%	increase	Increase
75	Huerfano	Huerfano	\$	14,015	\$	11,792	\$	17,979	\$	13,684	\$	57,469	\$	67,676	\$	57,527	17.64%	increase	Increase
76	Huerfano	La Veta	\$	15,747	\$	10,969	\$	18,361	\$	13,684	\$	58,761	\$	69,317	\$	58,534	18.42%	increase	Increase
77	Jackson	North Park	\$	13,803	\$	12,631	\$	17,681	\$	13,684	\$	57,799	\$	71,095	\$	57,799	23.00%	increase	Increase
78	Jefferson	Jefferson	\$	22,501	\$	12,128	\$	15,795	\$	13,684	\$	64,107	\$	75,097	\$	64,374	16.66%	increase	Decrease

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			Housing Costs /1	Transportation Costs /2	Goods & Services /3	Taxes & Other /4							
79	Kiowa	Eads	\$ 11,881	\$ 10,574	\$ 17,679	\$ 13,684	\$ 53,818	\$ 64,824	\$ 53,948	20.16%	increase	Increase	
80	Kiowa	Plainview	\$ 12,042	\$ 11,670	\$ 17,869	\$ 13,684	\$ 55,265	\$ 65,894	\$ 55,074	19.65%	increase	Increase	
81	Kit Carson	Arriba-Flagler	\$ 13,585	\$ 10,926	\$ 18,908	\$ 13,684	\$ 57,103	\$ 66,190	\$ 57,107	15.91%	no change	Decrease	
82	Kit Carson	Hi Plains	\$ 14,249	\$ 11,336	\$ 17,581	\$ 13,684	\$ 56,850	\$ 67,171	\$ 57,035	17.77%	increase	Increase	
83	Kit Carson	Stratton	\$ 14,825	\$ 10,655	\$ 17,981	\$ 13,684	\$ 57,144	\$ 66,420	\$ 57,083	16.36%	increase	Decrease	
84	Kit Carson	Bethune	\$ 15,175	\$ 10,995	\$ 17,051	\$ 13,684	\$ 56,905	\$ 65,770	\$ 56,925	15.54%	no change	Decrease	
85	Kit Carson	Burlington	\$ 15,307	\$ 10,540	\$ 17,108	\$ 13,684	\$ 56,638	\$ 65,773	\$ 56,652	16.10%	increase	Decrease	
86	Lake	Lake	\$ 20,295	\$ 12,151	\$ 19,460	\$ 13,684	\$ 65,589	\$ 78,646	\$ 65,499	20.07%	increase	No Change	
87	La Plata	Durango	\$ 19,754	\$ 10,976	\$ 19,147	\$ 13,684	\$ 63,560	\$ 73,487	\$ 63,595	15.55%	no change	Decrease	
88	La Plata	Bayfield	\$ 17,646	\$ 11,821	\$ 18,896	\$ 13,684	\$ 62,046	\$ 72,883	\$ 62,344	16.90%	increase	Decrease	
89	La Plata	Ignacio	\$ 15,860	\$ 11,467	\$ 19,099	\$ 13,684	\$ 60,109	\$ 71,848	\$ 61,221	17.36%	increase	Increase	
90	Larimer	Poudre	\$ 20,255	\$ 11,294	\$ 16,874	\$ 13,684	\$ 62,106	\$ 73,696	\$ 62,119	18.64%	increase	Increase	
91	Larimer	Thompson	\$ 19,508	\$ 11,839	\$ 17,033	\$ 13,684	\$ 62,064	\$ 73,304	\$ 62,189	17.87%	increase	Increase	
92	Larimer	Estes Park	\$ 23,177	\$ 11,267	\$ 17,295	\$ 13,684	\$ 65,422	\$ 73,608	\$ 65,253	12.80%	no change	Decrease	
93	Las Animas	Trinidad	\$ 12,773	\$ 10,861	\$ 17,066	\$ 13,684	\$ 54,383	\$ 63,399	\$ 54,526	16.27%	increase	Decrease	
94	Las Animas	Primero	\$ 13,134	\$ 12,691	\$ 17,227	\$ 13,684	\$ 56,736	\$ 66,872	\$ 56,126	19.15%	increase	Increase	
95	Las Animas	Hoehne	\$ 12,899	\$ 11,381	\$ 17,143	\$ 13,684	\$ 55,107	\$ 63,644	\$ 54,700	16.35%	increase	Decrease	
96	Las Animas	Aguilar	\$ 13,309	\$ 12,181	\$ 17,570	\$ 13,684	\$ 56,744	\$ 65,737	\$ 55,815	17.78%	increase	Increase	
97	Las Animas	Branson	\$ 12,730	\$ 12,900	\$ 17,394	\$ 13,684	\$ 56,708	\$ 69,362	\$ 60,045	15.52%	no change	Decrease	
98	Las Animas	Kim	\$ 11,922	\$ 14,040	\$ 16,692	\$ 13,684	\$ 56,338	\$ 67,422	\$ 55,607	21.25%	increase	Increase	
99	Lincoln	Genoa-Hugo	\$ 13,010	\$ 11,147	\$ 19,030	\$ 13,684	\$ 56,871	\$ 67,589	\$ 57,267	18.02%	increase	Increase	
100	Lincoln	Limon	\$ 14,137	\$ 10,474	\$ 19,927	\$ 13,684	\$ 58,221	\$ 68,676	\$ 58,231	17.94%	increase	Increase	
101	Lincoln	Karval	\$ 12,510	\$ 12,994	\$ 18,377	\$ 13,684	\$ 57,564	\$ 70,240	\$ 57,917	21.28%	increase	Increase	
102	Logan	Valley	\$ 14,741	\$ 10,649	\$ 17,314	\$ 13,684	\$ 56,389	\$ 67,254	\$ 56,411	19.22%	increase	Increase	
103	Logan	Frenchman	\$ 13,259	\$ 12,085	\$ 17,270	\$ 13,684	\$ 56,298	\$ 67,025	\$ 56,196	19.27%	increase	Increase	
104	Logan	Buffalo	\$ 13,699	\$ 11,653	\$ 17,365	\$ 13,684	\$ 56,401	\$ 67,751	\$ 56,794	19.29%	increase	Increase	
105	Logan	Plateau	\$ 13,723	\$ 11,421	\$ 17,330	\$ 13,684	\$ 56,157	\$ 67,407	\$ 56,297	19.73%	increase	Increase	
106	Mesa	DeBeque	\$ 15,351	\$ 12,741	\$ 17,264	\$ 13,684	\$ 59,039	\$ 69,792	\$ 60,372	15.60%	no change	Decrease	
107	Mesa	Plateau Valley	\$ 15,920	\$ 11,921	\$ 16,904	\$ 13,684	\$ 58,428	\$ 70,357	\$ 58,366	20.54%	increase	Increase	
108	Mesa	Mesa Valley	\$ 16,652	\$ 10,914	\$ 16,769	\$ 13,684	\$ 58,019	\$ 68,457	\$ 58,032	17.96%	increase	Increase	
109	Mineral	Creede	\$ 14,988	\$ 10,788	\$ 17,300	\$ 13,684	\$ 56,761	\$ 66,834	\$ 56,808	17.65%	increase	Increase	
110	Moffat	Moffat County RE 1	\$ 15,115	\$ 12,068	\$ 20,119	\$ 13,684	\$ 60,986	\$ 70,673	\$ 60,986	15.88%	no change	Decrease	
111	Montezuma	Montezuma	\$ 14,762	\$ 10,918	\$ 19,489	\$ 13,684	\$ 58,852	\$ 66,769	\$ 59,185	12.81%	no change	Decrease	
112	Montezuma	Dolores RE-4A	\$ 16,362	\$ 10,848	\$ 19,535	\$ 13,684	\$ 60,429	\$ 68,304	\$ 59,949	13.94%	no change	Decrease	
113	Montezuma	Mancos	\$ 15,701	\$ 11,631	\$ 19,474	\$ 13,684	\$ 60,490	\$ 69,095	\$ 60,398	14.40%	no change	Decrease	
114	Montrose	Montrose	\$ 17,381	\$ 11,070	\$ 18,808	\$ 13,684	\$ 60,943	\$ 69,636	\$ 60,794	14.54%	no change	Decrease	
115	Montrose	West End	\$ 14,529	\$ 12,010	\$ 18,861	\$ 13,684	\$ 59,083	\$ 68,268	\$ 59,196	15.33%	no change	Decrease	
116	Morgan	Brush	\$ 18,499	\$ 11,168	\$ 17,819	\$ 13,684	\$ 61,170	\$ 70,238	\$ 60,402	16.28%	increase	Decrease	
117	Morgan	Fort Morgan	\$ 17,616	\$ 11,006	\$ 17,730	\$ 13,684	\$ 60,036	\$ 70,685	\$ 60,218	17.38%	increase	Increase	
118	Morgan	Weldon	\$ 16,389	\$ 12,074	\$ 17,914	\$ 13,684	\$ 60,061	\$ 71,787	\$ 60,836	18.00%	increase	Increase	

APPENDIX
2025 School District Cost-of-Living Study Results

										2025 Cost of Living Based on Where Employees Live /5		2023 Cost of Living Based on Where Employees Live	Percent Change	Districts with Cost of Living Factor Increase Under Old Formula	Districts with Cost of Living Factor Increase Under New Formula/6				
ID	County	School District		Housing Costs /1	Transportation Costs /2	Goods & Services /3	Taxes & Other /4	Cost of Living											
119	Morgan	Wiggins	\$	17,934	\$	13,399	\$	17,879	\$	13,684	\$	62,895	\$	72,800	\$	61,876	17.65%	increase	Increase
120	Otero	East Otero	\$	13,192	\$	10,517	\$	15,894	\$	13,684	\$	53,287	\$	63,794	\$	53,653	18.90%	increase	Increase
121	Otero	Rocky Ford	\$	13,403	\$	11,055	\$	16,133	\$	13,684	\$	54,275	\$	64,194	\$	54,597	17.58%	increase	Increase
122	Otero	Manzanola	\$	12,682	\$	12,314	\$	16,562	\$	13,684	\$	55,242	\$	65,385	\$	55,142	18.57%	increase	Increase
123	Otero	Fowler	\$	14,405	\$	11,620	\$	18,318	\$	13,684	\$	58,026	\$	66,162	\$	57,523	15.02%	no change	Decrease
124	Otero	Cheraw	\$	12,415	\$	11,017	\$	16,720	\$	13,684	\$	53,836	\$	65,151	\$	53,673	21.39%	increase	Increase
125	Otero	Swink	\$	13,142	\$	10,479	\$	15,549	\$	13,684	\$	52,853	\$	63,529	\$	54,661	16.23%	increase	Decrease
126	Ouray	Ouray	\$	20,629	\$	11,316	\$	19,029	\$	13,684	\$	64,658	\$	74,917	\$	64,907	15.42%	no change	Decrease
127	Ouray	Ridgway	\$	21,891	\$	12,055	\$	18,900	\$	13,684	\$	66,531	\$	74,840	\$	65,332	14.55%	no change	Decrease
128	Park	Platte Canyon	\$	22,471	\$	13,139	\$	16,562	\$	13,684	\$	65,856	\$	78,199	\$	65,572	19.26%	increase	No Change
129	Park	Park County	\$	21,373	\$	12,729	\$	16,576	\$	13,684	\$	64,361	\$	78,085	\$	64,361	21.32%	increase	Increase
130	Phillips	Holyoke	\$	12,227	\$	10,968	\$	18,318	\$	13,684	\$	55,196	\$	64,767	\$	55,351	17.01%	increase	No Change
131	Phillips	Haxtun	\$	12,746	\$	11,731	\$	17,398	\$	13,684	\$	55,558	\$	65,960	\$	55,719	18.38%	increase	Increase
132	Pitkin	Aspen	\$	45,454	\$	11,452	\$	20,421	\$	10,978	\$	88,305	\$	97,196	\$	80,514	20.72%	increase	No Change
133	Prowers	Granada	\$	10,855	\$	10,906	\$	17,890	\$	13,684	\$	53,334	\$	63,535	\$	53,440	18.89%	increase	Increase
134	Prowers	Lamar	\$	12,122	\$	10,272	\$	17,922	\$	13,684	\$	53,999	\$	64,878	\$	53,999	20.15%	increase	Increase
135	Prowers	Holly	\$	11,850	\$	10,303	\$	18,118	\$	13,684	\$	53,955	\$	64,284	\$	53,962	19.13%	increase	Increase
136	Prowers	Wiley	\$	11,529	\$	10,896	\$	17,922	\$	13,684	\$	54,030	\$	65,221	\$	54,021	20.73%	increase	Increase
137	Pueblo	Pueblo City	\$	17,656	\$	11,347	\$	18,205	\$	13,684	\$	60,892	\$	68,524	\$	61,421	11.56%	no change	Decrease
138	Pueblo	Pueblo Rural	\$	19,023	\$	11,857	\$	18,145	\$	13,684	\$	62,708	\$	69,245	\$	62,089	11.52%	no change	Decrease
139	Rio Blanco	Meeker	\$	14,655	\$	11,145	\$	18,497	\$	13,684	\$	57,980	\$	67,250	\$	57,980	15.99%	no change	Decrease
140	Rio Blanco	Rangely	\$	12,751	\$	10,475	\$	19,123	\$	13,684	\$	56,033	\$	64,309	\$	56,033	14.77%	no change	Decrease
141	Rio Grande	Del Norte	\$	14,633	\$	11,811	\$	17,829	\$	13,684	\$	57,957	\$	67,000	\$	56,927	17.69%	increase	Increase
142	Rio Grande	Monte Vista	\$	14,120	\$	11,039	\$	17,480	\$	13,684	\$	56,324	\$	65,825	\$	56,068	17.40%	increase	Increase
143	Rio Grande	Sargent	\$	14,081	\$	10,825	\$	17,568	\$	13,684	\$	56,158	\$	65,188	\$	55,886	16.64%	increase	Decrease
144	Routt	Hayden	\$	18,654	\$	12,452	\$	19,980	\$	13,684	\$	64,768	\$	77,038	\$	65,376	17.84%	increase	No Change
145	Routt	Steamboat Springs	\$	25,842	\$	11,400	\$	19,962	\$	13,684	\$	70,887	\$	79,919	\$	70,473	13.40%	no change	No Change

APPENDIX
2025 School District Cost-of-Living Study Results

ID	County	School District	Housing Costs /1	Transportation Costs /2	Goods & Services /3	Taxes & Other /4	Cost of Living	2025 Cost of Living Based on Where Employees Live /5	2023 Cost of Living Based on Where Employees Live	Percent Change	Districts with Cost of Living Factor Increase Under Old Formula	Districts with Cost of Living Factor Increase Under New Formula/6
146	Routt	South Routt	\$ 20,354	\$ 12,331	\$ 19,926	\$ 13,684	\$ 66,294	\$ 78,509	\$ 67,236	16.77%	increase	No Change
147	Saguache	Mountain Valley	\$ 13,249	\$ 12,220	\$ 18,169	\$ 13,684	\$ 57,322	\$ 68,187	\$ 57,245	19.11%	increase	Increase
148	Saguache	Moffat 2	\$ 15,163	\$ 12,712	\$ 18,748	\$ 13,684	\$ 60,306	\$ 70,067	\$ 58,477	19.82%	increase	Increase
149	Saguache	Center	\$ 10,477	\$ 10,596	\$ 17,508	\$ 13,684	\$ 52,265	\$ 64,956	\$ 55,347	17.36%	increase	Increase
150	San Juan	Silverton	\$ 19,111	\$ 11,168	\$ 19,038	\$ 13,684	\$ 63,001	\$ 72,078	\$ 63,001	14.41%	no change	Decrease
151	San Miguel	Telluride	\$ 25,448	\$ 10,819	\$ 19,933	\$ 13,684	\$ 69,884	\$ 82,688	\$ 68,818	20.16%	increase	No Change
152	San Miguel	Norwood	\$ 15,304	\$ 12,226	\$ 18,434	\$ 13,684	\$ 59,648	\$ 72,669	\$ 60,271	20.57%	increase	Increase
153	Sedgwick	Julesburg	\$ 11,827	\$ 11,161	\$ 17,118	\$ 13,684	\$ 53,789	\$ 67,852	\$ 58,692	15.61%	no change	Decrease
154	Sedgwick	Platte Valley RE-3	\$ 11,311	\$ 12,378	\$ 16,836	\$ 13,684	\$ 54,209	\$ 65,225	\$ 54,341	20.03%	increase	Increase
155	Summit	Summit	\$ 30,776	\$ 11,603	\$ 20,028	\$ 13,684	\$ 76,090	\$ 85,017	\$ 75,295	12.91%	no change	No Change
156	Teller	Cripple Creek	\$ 18,885	\$ 12,595	\$ 17,931	\$ 13,684	\$ 63,094	\$ 74,958	\$ 63,302	18.41%	increase	Increase
157	Teller	Woodland Park	\$ 19,850	\$ 12,426	\$ 17,993	\$ 13,684	\$ 63,952	\$ 75,906	\$ 63,806	18.96%	increase	Increase
158	Washington	Akron	\$ 13,993	\$ 11,189	\$ 17,779	\$ 13,684	\$ 56,645	\$ 68,577	\$ 56,698	20.95%	increase	Increase
159	Washington	Arickaree	\$ 13,840	\$ 12,155	\$ 17,563	\$ 13,684	\$ 57,242	\$ 68,668	\$ 57,308	19.82%	increase	Increase
160	Washington	Otis	\$ 13,923	\$ 11,752	\$ 17,743	\$ 13,684	\$ 57,102	\$ 68,316	\$ 56,257	21.44%	increase	Increase
161	Washington	Lone Star	\$ 13,208	\$ 12,299	\$ 17,262	\$ 13,684	\$ 56,453	\$ 66,919	\$ 55,638	20.28%	increase	Increase
162	Washington	Woodlin	\$ 14,310	\$ 12,313	\$ 17,905	\$ 13,684	\$ 58,211	\$ 70,528	\$ 58,345	20.88%	increase	Increase
163	Weld	Gilcrest	\$ 18,826	\$ 11,887	\$ 17,173	\$ 13,684	\$ 61,569	\$ 72,157	\$ 62,220	15.97%	no change	Decrease
164	Weld	Eaton	\$ 17,901	\$ 11,564	\$ 17,539	\$ 13,684	\$ 60,688	\$ 72,507	\$ 61,363	18.16%	increase	Increase
165	Weld	Keenesburg	\$ 18,025	\$ 12,466	\$ 17,523	\$ 13,684	\$ 61,698	\$ 73,337	\$ 62,629	17.10%	increase	No Change
166	Weld	Windsor	\$ 19,966	\$ 11,540	\$ 17,382	\$ 13,684	\$ 62,572	\$ 73,321	\$ 62,387	17.53%	increase	Increase
167	Weld	Johnstown	\$ 19,628	\$ 11,934	\$ 17,171	\$ 13,684	\$ 62,416	\$ 72,441	\$ 62,345	16.19%	increase	Decrease
168	Weld	Greeley	\$ 19,668	\$ 11,604	\$ 17,489	\$ 13,684	\$ 62,445	\$ 71,658	\$ 62,364	14.90%	no change	Decrease
169	Weld	Platte Valley RE-7	\$ 17,388	\$ 11,906	\$ 17,523	\$ 13,684	\$ 60,500	\$ 70,970	\$ 61,649	15.12%	no change	Decrease
170	Weld	Fort Lupton	\$ 20,208	\$ 12,219	\$ 17,068	\$ 13,684	\$ 63,178	\$ 73,720	\$ 63,068	16.89%	increase	Decrease
171	Weld	Ault-Highland	\$ 17,417	\$ 12,144	\$ 16,789	\$ 13,684	\$ 60,034	\$ 72,738	\$ 61,724	17.84%	increase	Increase
172	Weld	Briggsdale	\$ 15,326	\$ 13,593	\$ 17,523	\$ 13,684	\$ 60,125	\$ 71,173	\$ 60,449	17.74%	increase	Increase
173	Weld	Prairie	\$ 12,628	\$ 12,947	\$ 16,859	\$ 13,684	\$ 56,117	\$ 68,033	\$ 57,469	18.38%	increase	Increase
174	Weld	Grover	\$ 13,655	\$ 13,678	\$ 17,210	\$ 13,684	\$ 58,227	\$ 68,399	\$ 58,336	17.25%	increase	Increase
175	Yuma	Yuma 1	\$ 12,593	\$ 10,632	\$ 17,560	\$ 13,684	\$ 54,469	\$ 65,204	\$ 54,549	19.53%	increase	Increase
176	Yuma	Wray	\$ 12,564	\$ 10,511	\$ 18,086	\$ 13,684	\$ 54,844	\$ 64,444	\$ 54,839	17.51%	increase	Increase
177	Yuma	Idalia	\$ 13,459	\$ 12,166	\$ 17,392	\$ 13,684	\$ 56,701	\$ 66,320	\$ 56,322	17.75%	increase	Increase
178	Yuma	Liberty	\$ 13,028	\$ 11,355	\$ 17,901	\$ 13,684	\$ 55,968	\$ 66,589	\$ 55,978	18.95%	increase	Increase

/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 Districts cost of living factors under the new formula are renormalized based on the minimum cost district (Vilas).