

## 2022-2023 CSFP Staffing Survey Results

The Colorado School Finance Project solicited staffing information from all school districts in the state. The survey was open for responses from August 10th to August 20th. During this time, 101 school district responses were collected, this also included stories in the media. Almost 400,000 students from across the state are represented by these school districts. We also collected information from district websites<sup>1</sup> and articles<sup>2</sup> in reference to unfilled positions.

- The survey results show that staffing shortages are being seen across all regions and sizes of school districts in Colorado.
- The most unfilled positions are teachers, special education teachers, and paraprofessionals positions.
  - About 70% of districts are still in need of teachers
- Most districts are not actively seeking administrative positions.
- Many districts indicated that there were many unfilled positions for long-term, permanent or temporary substitutes.
- A few districts commented other positions needing to be filled were coaching and referees.
- Only 11 districts reported to be fully staffed - all of these districts serve less than 500 students.

*\*At the end of our reports, we have attached supplemental findings from the Economic Policy Institute.*

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<sup>1</sup> [DPS Job Board](#), [LPS Job Board](#)

<sup>2</sup> ["Colorado schools' hardest jobs to fill: Bus drivers and special education"](#) - Erica Meltzer, Chalkbeat, Aug 11, 2022

Figure 1:

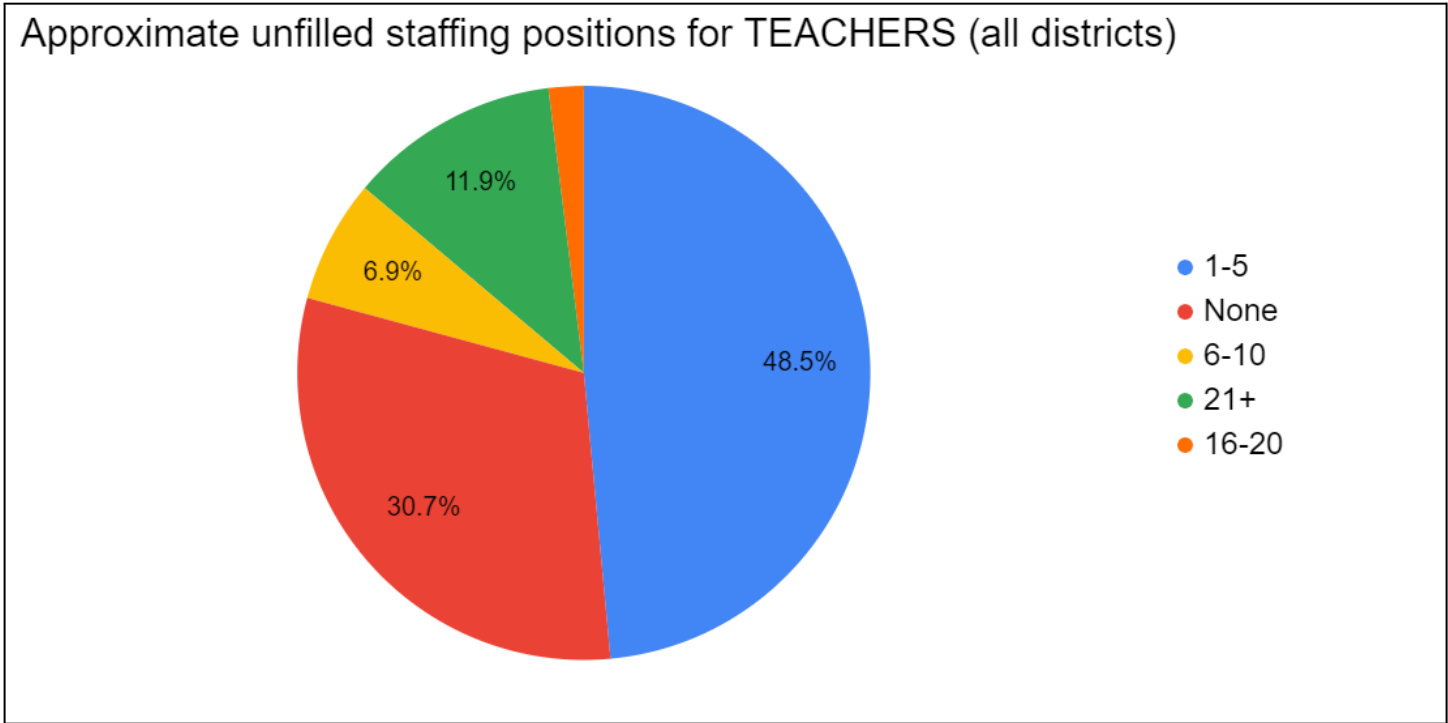
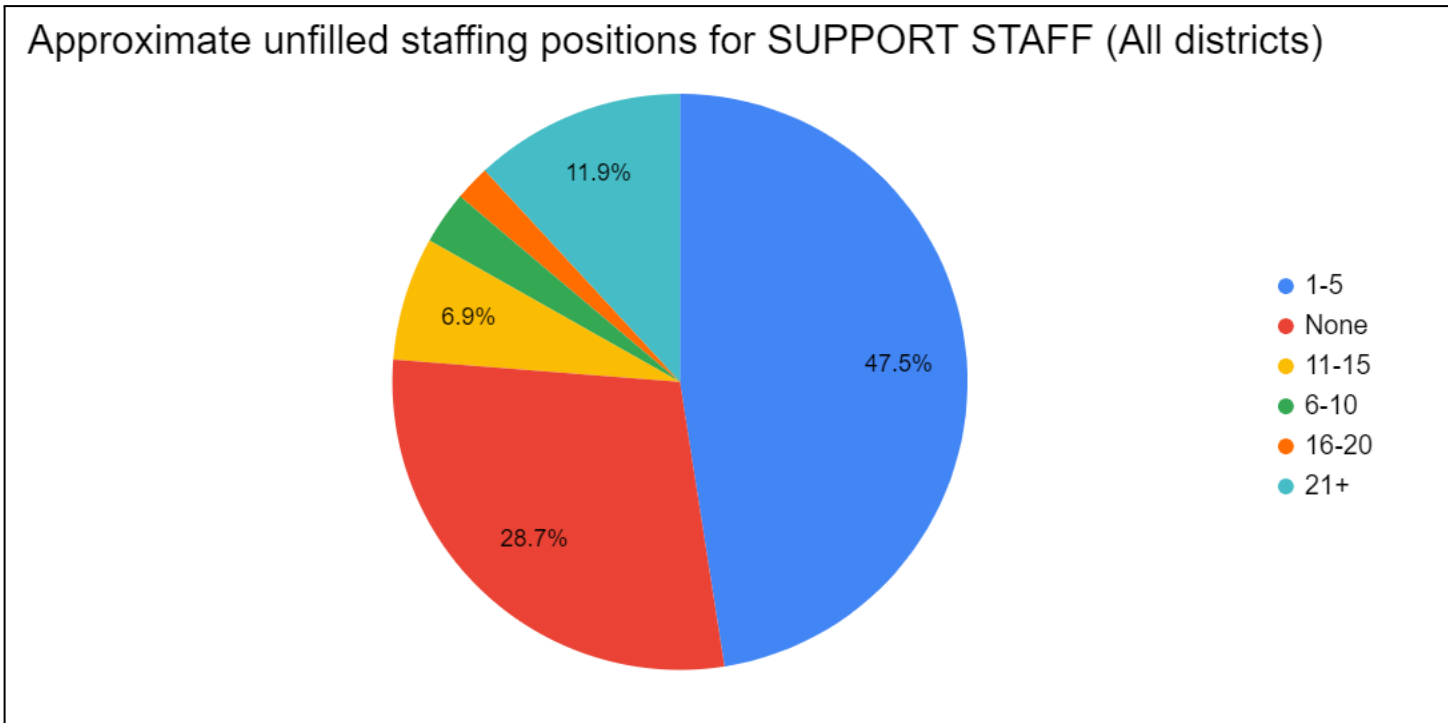


Figure 2:



# COLORADO SCHOOL FINANCE PROJECT

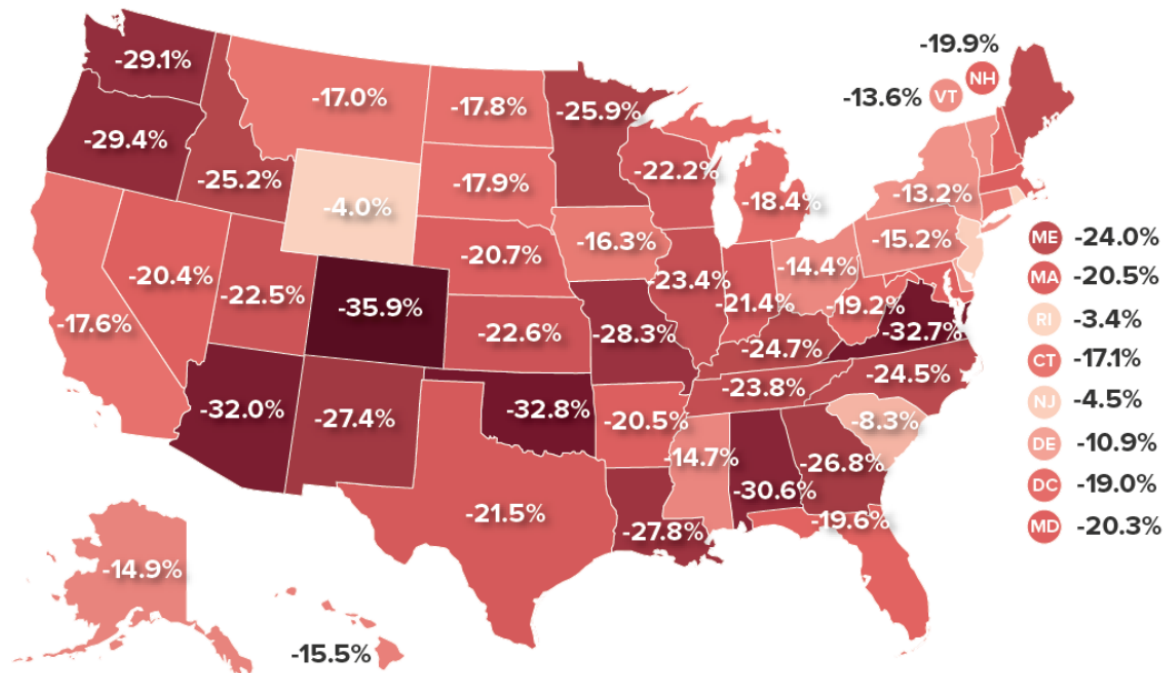
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## Supplemental Information

On Aug 16, 2022, the Economic Policy Institute published an article [“The teacher pay penalty has hit a new high”](#). According to their findings, Colorado teachers earn 35.9% less than other college-educated workers. This is the largest gap in the nation.

## How underpaid are teachers in your state?

Depending on the state, teachers make between 3.4% and 35.9% less than other comparable college-educated workers



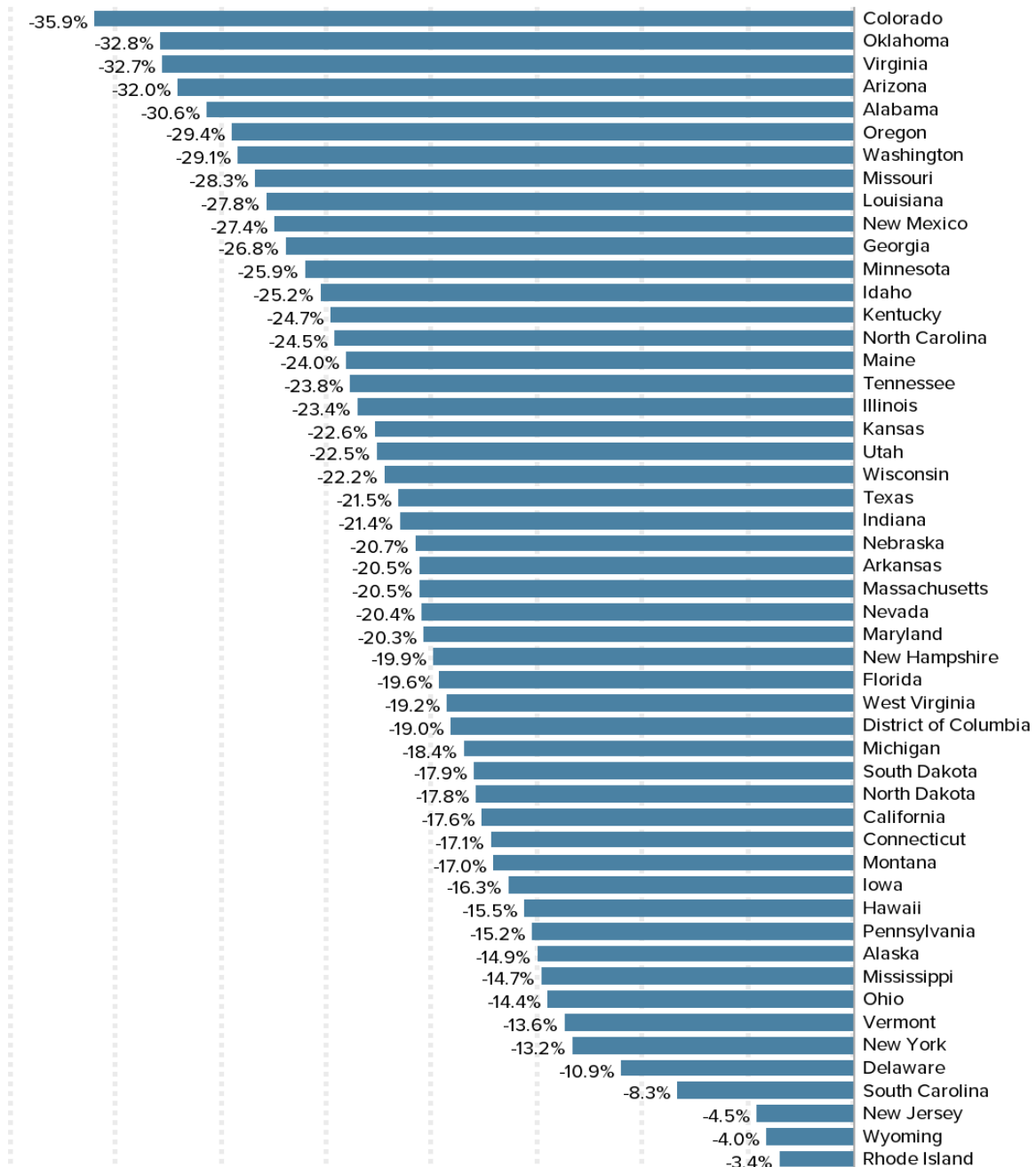
**Notes:** Figure shows state-specific regression-adjusted weekly wage penalties for public school teachers (elementary, middle, and secondary) relative to their college-educated, nonteaching peers. See [Allegretto and Mishel 2019](#), Appendix A, for more details on data and methodology.

**Source:** Author’s analysis of pooled 2016–2021 Current Population Survey Outgoing Rotation Group data accessed via the EPI Current Population Survey Extracts, Version 1.0.29 (EPI 2022a), <https://microdata.epi.org>.

Economic Policy Institute

## The teacher weekly wage penalty is greater than 20% in 28 states

Teacher weekly wage penalty, by state



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