

Salary-Setting Guide: Teachers and Specialized Service Providers

What is the Professional Compensation System (ProComp)?

ProComp is Denver’s performance-based teacher compensation system. Denver voters approved funding for ProComp in 2005, and it has set a new national standard for rewarding and recognizing teacher excellence.

The ProComp program is distinctive because DPS and the Denver Classroom Teachers Association (DCTA) collaborated to develop, build, and test it. ProComp’s design is also unique because it links the following central ingredients to improve student achievement:

- Best practices in teaching and learning
- Tools and data for measuring student growth
- Knowledgeable and motivated professional staff
- Evaluation of teaching practices

Does ProComp apply to me?

All teachers and Specialized Service Providers (SSPs) hired on or after Jan. 1, 2006, are automatically enrolled in ProComp.

Teachers and SSPs who worked for DPS prior to Jan. 1, 2006, were able to opt into ProComp during several periods since its implementation. No further opt-in periods are anticipated.

What would my initial DPS salary be under ProComp?

Your initial base salary is based on your experience and education level.

$$\frac{\text{Base pay} + \text{Incentive compensation}}{\text{Total initial compensation}}$$

Base pay is determined using a formula that considers years of relevant work experience and education level.

Incentive compensation can be based on an individual’s position (hard-to-staff assignments) or school (hard-to-serve schools). A new hire can earn incentive compensation starting on his or her first day of work.

Additional incentives are based on an individual’s performance, the performance of the individual’s school, and the individual’s professional growth. These incentives can be earned throughout an individual’s first year and in subsequent years.

YEARS OF RELEVANT FULL-TIME EXPERIENCE

Each year of relevant full-time work experience within the past ten years counts as a step on the salary schedule.

For example, if you are applying to be a teacher and you have no experience, you will start at step one. If you have been a full-time K–12 teacher for eight of the past ten years, then you will get credit for each of those eight years and start at step nine.

- Part-time or part-year experience will be credited as a year of service if you worked at least 119 days during the school year at half-time or greater.
- Experience only in the past ten years is used to determine your initial step. Therefore, step 11 is the highest starting point for teachers in their first year at DPS.
- Experience completed only after the conferral of a bachelor’s degree is considered.
- For teachers, only teaching experience at public, private and charter schools and at accredited higher education institutions will be considered

What would my initial salary be at DPS? (continued)

EDUCATION LEVEL

Your initial base salary is also based on your level of education — i.e., whether you have a bachelor’s degree, master’s degree, or a doctorate. If you have completed semester hours after earning your most recent degree, those semester hours can increase your initial base salary. For example, the “BA+30” on the salary schedule means that you have earned a bachelor’s degree as well as 30 semester hours toward a master’s degree. (Note: One quarter hour is equated to 2/3 of a semester hour.)

- Professional Development (PD) credits earned at another school district will not count as education credits toward your initial base salary.
- Only credits earned at accredited universities and colleges will be considered.
- Junior college or community college credit hours do not apply toward your initial base salary placement.
- If two bachelor’s degrees were earned at the same time, curriculum plans will need to be reviewed in order to count additional credit hours earned.
- If two bachelor’s degrees were earned at different times, additional credit hours will be counted as an addition to the first degree awarded.
- If two master’s degrees have been earned, regardless of when, the individual will be awarded the Advanced Degree ProComp incentive for the second master’s degree (see page 5 for additional information on this incentive).
- DPS does not award credit for doctorates of theology.
- The following are automatically placed at “MA+30”: social workers with a master’s in social work, psychologists with a master’s in psychology or the equivalent specialist in psychology degree, speech language pathologists with an approved master’s degree, occupational therapists or physical therapists with an approved master’s degree.

PROCOMP SALARY SETTING 2015–2016 SALARY SCHEDULE* (used for determining initial base salary only)

Step	010 BA	020 BA+30	030 BA+60	060 MA**	040 MA+30	050 MA+60	070 Doctorate
1	\$39,850.61	\$40,142.92	\$40,433.69	\$43,729.48	\$43,729.55	\$44,543.10	\$47,340.96
2	\$40,149.11	\$40,524.94	\$40,903.87	\$44,111.49	\$44,111.57	\$46,686.74	\$49,611.42
3	\$40,262.01	\$40,784.78	\$42,529.38	\$44,371.33	\$45,553.05	\$48,586.00	\$51,643.70
4	\$40,466.17	\$41,005.94	\$44,117.77	\$44,592.50	\$47,286.83	\$50,454.34	\$53,634.22
5	\$40,832.72	\$42,707.24	\$45,992.30	\$46,293.80	\$49,275.80	\$52,580.96	\$55,901.59
6	\$41,078.64	\$44,521.45	\$47,948.79	\$48,108.00	\$51,359.12	\$54,798.84	\$58,278.77
7	\$42,810.87	\$46,409.89	\$49,960.96	\$49,996.44	\$53,561.53	\$57,117.24	\$60,782.77
8	\$44,614.24	\$48,335.45	\$52,075.21	\$52,075.21	\$55,835.08	\$59,554.74	\$63,390.40
9	\$46,481.03	\$50,412.58	\$54,297.73	\$54,297.73	\$58,212.26	\$62,160.82	\$66,115.57
10	\$48,456.09	\$52,551.58	\$56,637.79	\$56,637.79	\$60,730.18	\$64,805.57	\$68,961.37
11	\$50,500.74	\$54,752.44	\$59,033.53	\$59,033.53	\$63,280.59	\$67,587.97	\$71,938.65
12	\$52,655.20	\$57,090.95	\$61,571.55	\$61,571.55	\$66,061.44	\$70,503.37	\$75,033.47
13	\$55,346.35	\$60,014.09	\$64,841.14	\$64,841.14	\$69,349.58	\$74,042.08	\$78,760.86

Note: Experience only in the past ten years is used to determine your initial step. Therefore, step 11 is the highest starting point for teachers in their first year at DPS.

*Annual salary is based on a 1488 hour (186 day) schedule. Annual salary will be adjusted based on the hourly rate and work year and prorated based on FTE.

**Steps 1-7 in the MA lane (060) represent a value of BA+30 (020) plus the amount ProComp pays for advanced degrees during the 2015-16 school year (\$3,586.55)

What would my initial salary be at DPS? (continued)

At the beginning of your first year, you may be eligible for ProComp incentives, depending on your DPS position and the DPS school where you will work.

You can earn incentives for every year in which you serve in the following schools and/or positions:

HARD-TO-STAFF ASSIGNMENT

A monthly bonus for working in a hard-to-staff assignment based on local and national data.

Notes:

- Hard-to-staff assignments are reviewed annually and are subject to change from year to year.
- The hard-to-staff assignment incentive is proportional to the employee's full-time equivalent (FTE) level. For example, if an individual is working as a half-time secondary math teacher, he or she will receive half of the incentive.

2015–2016 AMOUNT

\$212.54 per month of working in a hard-to-staff assignment (\$2,550.44 for the year)

HARD-TO-STAFF ASSIGNMENTS FOR 2015–2016:

- ELA-S Teachers
- ChildFind Pre-School Teams-Bilingual Qualified
- Special Education Assessment Team (SEAS)-Bilingual Qualified
- Secondary Math Teachers (Includes Intensive Pathway Schools)*
- Audiologists
- Occupational Therapists
- Physical Therapists
- Nurses
- Psychologists
- Speech Language Pathologists
- Special Education Center Program Assignments
- Secondary Mild/Moderate Special Education Teachers**
- Hearing Disabilities Itinerant
- Vision Disabilities Itinerant
- Itinerant Office of Special Ed

* Includes teachers in grades 6–8 at K–8 schools as well as teachers in middle schools, high schools, and 6-12 schools.

** Please see the [ProComp website](#) for additional requirements

TEACHER LEADERSHIP ROLES

A yearly stipend provided to teachers who serve in formal teacher leadership roles. Roles include the following: Senior Team Lead, Team Lead, Team Specialist, Regional Team Specialist, and New Teacher Ambassador. More information is on our [website](#).

2015–2016 AMOUNT

Yearly stipend: Senior Team Lead (\$5,000); Team Lead (\$3,000); Team Specialist (\$1,500); Regional Team Specialist (\$1,500); New Teacher Ambassador (\$800)

HIGHEST-PRIORITY SCHOOL *(note: this is not a ProComp incentive)*

A monthly bonus for working in one of our 30 highest-priority schools. The list of schools and additional details about the incentive can be found on our [website](#).

2015–2016 AMOUNT

Up to \$2,000 for new-to-DPS employees. Additional details can be found on our [website](#).

HARD-TO-SERVE SCHOOL

A monthly bonus for working in a hard-to-serve school.

Notes:

- Hard-to-serve schools are reviewed annually and are subject to change from year to year.
- The hard-to-serve school incentive is proportional to the employee's FTE level. For example, if an individual is working as a half-time teacher for a hard-to-serve school, he or she will receive half of the incentive.

2015–2016 AMOUNT

\$212.54 per month of working in a hard-to-serve school (\$2,550.44 for the year)

**What would my
initial salary be
at DPS?
(continued)**

HARD-TO-SERVE SCHOOLS FOR 2015–2016

Elementary Schools

- Amesse
- Ashley
- Barnum
- Barrett
- Beach Court
- Castro*
- Cheltenham*
- CMS Community School*
- Colfax
- College View
- Cowell*
- DCIS at Ford*
- Doull
- Eagleton
- Ellis
- Fairview
- Force
- Garden Place
- Gilliam School
- Godzman
- Goldrick*
- Greenlee
- Greenwood*
- Gust
- Hallett Fundamental Academy
- Harrington*
- Johnson
- Knapp*
- Kunsmiller Creative Arts Academy
- Math & Science Leadership Academy
- Maxwell
- McGlone*
- Munroe*
- Newlon
- Schmitt*
- Smith
- Swansea*
- Valverde

K–8 Schools

- Bryant Webster
- Cole Arts & Sciences Academy
- Howell
- Place Bridge Academy*
- Whittier

Middle Schools

- Bruce Randolph*
- Contemporary Learning Academy
- DC21 at Wyman
- DCIS at Montbello*
- Gilliam School
- Grant Beacon
- Henry World School*
- Kepner*
- Kunsmiller Creative Arts Academy
- Lake International School*
- Martin Luther King, Jr. Early College*
- Noel Community Arts*
- P.R.E.P. Academy
- Summit Academy
- Trevista at Horace Mann*
- Vista Academy
- West Generation Academy*
- West Leadership Academy*

High Schools

- Abraham Lincoln*
- Abraham Lincoln Respect Academy
- Bruce Randolph*
- CEC Middle College of Denver
- Collegiate Preparatory Academy*
- Contemporary Learning Academy
- DC21 at Wyman
- DCIS at Montbello*
- Emily Griffith High School
- Excel Academy
- Florence Crittenton
- Gilliam School
- High-Tech Early College*
- John F. Kennedy
- Kunsmiller Creative Arts Academy
- Manual*
- Martin Luther King, Jr. Early College*
- Noel Community Arts*
- North*
- North High School Engagement Center
- P.R.E.P. Academy
- P.U.S.H. Academy
- Summit Academy
- Vista Academy
- West
- West Career Academy
- West Generation Academy*
- West Leadership Academy*

DPS Federal Programs

- Denver Children’s Home
- Family Crisis Center
- Mount Saint Vincent
- Savio House
- Synergy Adolescent Treatment Services
- Tennyson Center
- Third Way
- Third Way at LOWRY

* School is also eligible for the Highest Priority Incentives. Additional information on these incentives is located on the [DPS website](#).

What additional financial incentives could I earn under ProComp?

Incentive compensation that you could earn each year:

EXCEEDS EXPECTATIONS

For teachers of grades 4–10: A one-time bonus if at least 50 percent of your students are in the 55th percentile or higher for statewide student growth in math and language arts on the Colorado state assessment. Additional eligibility requirements for this incentive can be found on the [ProComp website](#).

2015–2016 AMOUNT

\$2,550.44 paid in one lump sum in the year following the assessment

TOP-PERFORMING SCHOOLS

A bonus for working in a Top-Performing school, based on overall points earned on the DPS School Performance Framework (SPF).

2015–2016 AMOUNT

\$2,550.44 paid in one lump sum in the year following the assessment

HIGH-GROWTH SCHOOLS

A bonus for working in a High-Growth school, based on the DPS SPF.

2015–2016 AMOUNT

\$2,550.44 paid in one lump sum in the year following the assessment

Other incentive compensation:

TUITION AND STUDENT LOAN REIMBURSEMENT

Reimbursement for satisfactory completion of approved coursework or outstanding student loan.

2015–2016 AMOUNT

Up to \$1,000 per year;
\$4,000 lifetime maximum

How would my salary increase at DPS?

Your base salary can increase in the following ways:

PROFESSIONAL DEVELOPMENT UNITS (PDUs)

A salary increase for completion of approved PDUs, if you have 14 or fewer years of credited service. If you have 15 or more years of credited service, then you will receive a one-time bonus.

Note: A PDU is action research learning designed to motivate teachers or student services providers to acquire skills on topics that directly relate to their classrooms or work environments in order to increase knowledge and instruction in their discipline. PDUs have three components — study, demonstration, and reflection — which are completed in three to nine months during the school year.

2015–2015 AMOUNT

\$797.01 annual salary increase
(paid in monthly installments upon submission of proper documents)

ATTAINING AN ADVANCED DEGREE, LICENSE, OR CERTIFICATE

A salary increase for earning a new advanced degree, license, or certificate.

2015–2016 AMOUNT

\$3,586.55 annual salary increase
(paid in monthly installments upon submission of proper documents)

COMPREHENSIVE PROFESSIONAL EVALUATION

A salary increase if you have 14 or fewer years of credited service and receive a satisfactory evaluation.

2015–2016 AMOUNT

\$398.51 annual salary increase

Please note: Pursuant to the April 2015 DPS-DCTA ProComp agreement, this salary increase will, going forward, be paid annually; previously, for non-probationary teachers, this salary increase was paid out every three years.

For non-probationary teachers that started before the 2014-2015 school year: Depending on when you last received this salary increase, your salary increase from your 2014-2015 year of service will be credited proportionately.

STUDENT LEARNING OBJECTIVES (SLOs)

DPS and the Denver Classroom Teachers Association (DCTA) are working closely to align on the details for the 2015-16 SLO ProComp incentive.

If you have questions or need more information, please email ProComp@dpsk12.org or visit <http://denverprocomp.dpsk12.org>.

Updated Dec 2015

Please note: This document is not a contract and is merely intended as guidance for the implementation of the DCTA ProComp Agreement.