

10/18/17 Procomp Transition Team Minutes

Attendance: Henry Roman, Rob Gould, Justin Kirkland, Bart Muller, Dori Claunch, Adam Barnett, Ellen Rehmar, Nicole Covington, Chris Kampe, Michelle Berge, Ric Aparicio, Ed Graf, and Amanda Skrzpachak.

Voting Members Present: Justin (replacing Cal), Rob, Henry, Dori, Michelle, Bart, and Elle.

Ellen motions to approve previous minutes, Henry seconded, and the minutes for September 2017 were approved.

Adam Barnett, Director of Total Rewards, presented Top Performing/High Growth PowerPoint.

Key Notes:

- TP and HG was signed into one incentive and payout amount would be based on available budget and number of FTEs eligible
- Past 4 years roughly 80 schools were eligible each year.
- This year (17-18) 111 schools are eligible (an increase of about 550 FTEs). This represents about 57% of ProComp eligible teachers
- 10 schools fell off list, 38 schools were added

Chris Kampe, Finance Manager, presented some financial data. About \$3,000,000 was saved in base pay increases. Long-term modeling assumes base salary of ProComp trust per FTE would decrease. Demographic of teachers has increased to 6+ years of experience teachers which means a higher cost to the district for salaries and a lower cost for ProComp. DPS experienced an increase in DCTA members and percentage of employees with 6+ years of experience and a decrease in employees with 5 or less years of experience which typically costs the ProComp trust additional money salary wise.

These changes have resulted in about \$3,000,000 saved in salary that can be used towards Top Performing/High Growth payouts for DCTA this year. This would allow for payout of around \$2,000 per 1.0 FTE eligible for TP/HG this year. A payout of \$984 per 1.0 FTE this year would eliminate our recurring deficit of the ProComp trust funds.

Two options were discussed regarding how to potentially increase the TP/HG payout for DCTA members this year.

- Budget – go to ProComp Trust Board to get more money for 17-18 TP/HG payouts
- Reduce the number of schools eligible to 50% based on overall rating

General consensus on not reducing award size for fall 2017 for financial savings for 2018. General consensus on not differentiating payment based on blue or green performance levels.

Michelle Berge and Chris Kampe are going to bring together desired data to meet with DCTA voting members to go over additional information the week of October 23rd.

Adam Barnett is going to draft a communication to Teachers regarding delay of TP/HG payments.

The next transition team meeting is being moved to November 8th, 2017. This gives options

Will not pay employees at Charter schools for Title 1 for October 2017.