



Mavis Cain, School Counselor  
Florida Pit Waller



# Teacher Compensation






Denver Public Schools' (DPS) compensation system is designed to attract and retain exceptional teachers motivated to ensure Every Child Succeeds. It does this by combining a competitive base salary with opportunities to earn incentives for improving the educational outcome of students facing challenges as well as avenues to embrace a leadership role without leaving the classroom behind.

Learn more at [careers.dpsk12.org/teachercomp](https://careers.dpsk12.org/teachercomp)

# Total Compensation Opportunities

## Opportunities for Increasing Your Pay

Through our total compensation system, teachers and specialized service professionals (SSPs) can earn annual incentives in many different ways. Visit <http://thecommons.dpsk12.org/Page/1551> for more information.

Areas of Focus	Incentive	You earn...	Annual Amount
 <b>Student Growth</b>	Top-Performing-High-Growth	A one-time, yearly incentive to recognize schools for school performance and student growth	Amount varies annually
 <b>Market Incentives</b>	Hard-to-Staff Assignment	An incentive paid out monthly for working in positions of need deemed Hard-to-Staff by DPS.	<b>\$2,738</b>
	Hard-to-Serve School	A monthly incentive for working at a school designated as Hard-to-Serve based on the percentage of students receiving free or reduced-price lunch.	<b>\$2,738</b>
	ProComp Title I	A monthly incentive for working at a school designated as ProComp Title I (excludes Hard to Serve schools) based on the percentage of students receiving free or reduced-price lunch.	<b>\$1,540</b>
	Highest-Priority Incentives (Not a ProComp program)	The Highest-Priority Monthly Incentive for teachers and SSPs who work within one of our Highest-Priority schools	<b>Up to \$3,000 per year</b>
The Highest-Priority Retention Incentive. The one-time, yearly incentive is given to teachers and SSPs who return to a Highest-Priority school.		<b>Up to \$1,000 per year</b>	
 <b>Knowledge and Skills</b>	Professional Development Units (PDUs)	A <u>salary increase</u> for completion of approved PDUs if 14 years or less of credited service. A bonus ONLY IF 15 years of service or more.	<b>\$855</b>
	Tuition and Student Loan Reimbursement	A reimbursement for outstanding student loans or satisfactory completion of approved coursework at an approved institution.	<b>Up to \$1,000 per year</b> <b>\$4,000 max lifetime</b>
	Advanced Degrees, Licenses and Certificates	A <u>salary increase</u> for earning a new advanced degree, license or certificate.	<b>\$3,851</b>
 <b>Professional Evaluation</b>	Professional Evaluation (PE)	A <u>salary increase</u> for receiving a satisfactory evaluation if you have 14 or fewer years of credited service.	<b>\$855</b>
		A <u>salary increase</u> for receiving a satisfactory evaluation if you have more than 14 years of credited service.	<b>\$427</b>
 <b>Teacher Leadership</b>	Teacher Leadership and Collaboration (TLC) (Not a ProComp program)	A yearly stipend for serving in a formal teacher leadership role. Find out more about eligibility teacherleader.dpsk12.org. Roles below:	
		Senior Team Lead	<b>\$5,000</b>
		Team Lead	<b>\$3,000</b>
		Team specialist or Regional Team Specialist	<b>\$1,500</b>
	New Teacher Ambassador	<b>\$800</b>	