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# TEACHER COMPENSATION PROPOSAL

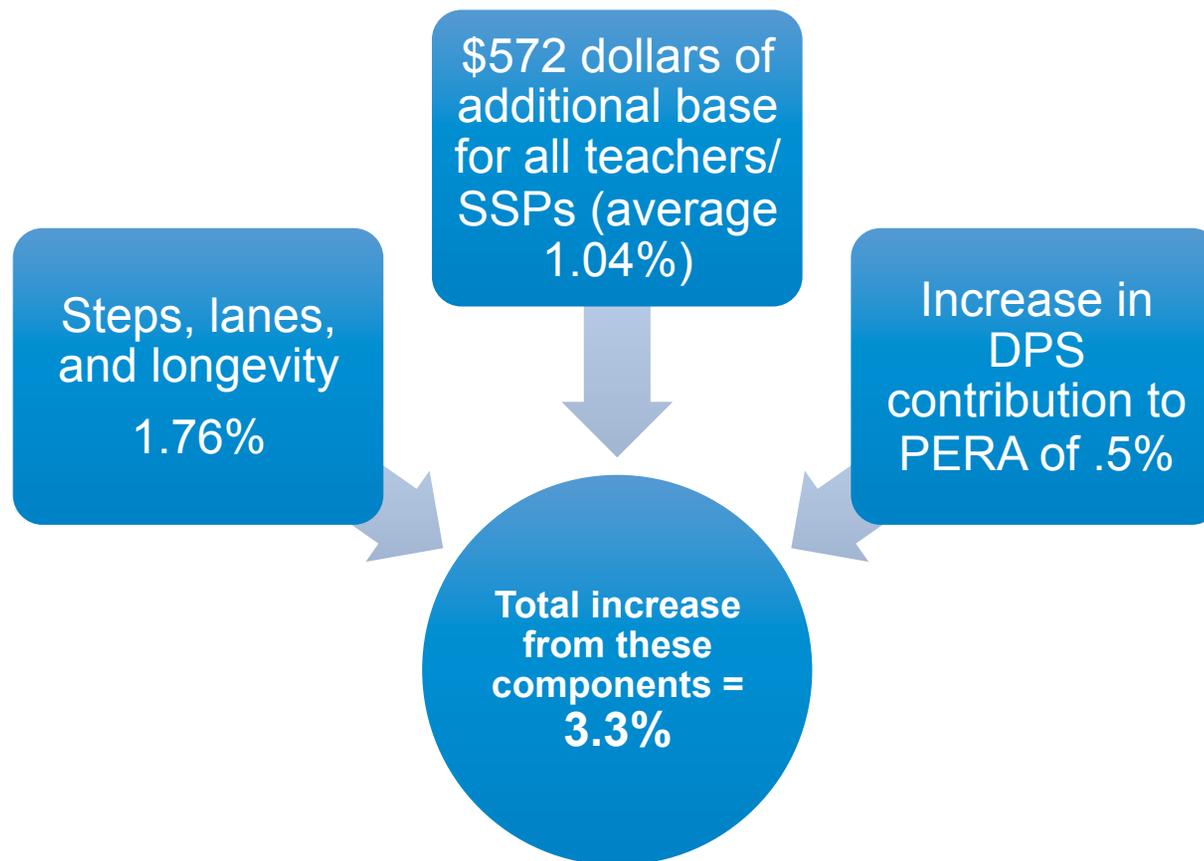
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May 30, 2017

# Compensation Proposal

Increases for All Teachers/SSPs

Increase in per pupil revenue allocated to all bargaining units = 2.8%





# Compensation Proposal

Increases for All Teachers/SSPs

## EXAMPLE: Teacher in ProComp with <14 Years of Service

	\$ 572.00	Base Increase
+	\$ 816.50	Earn Professional Development Unit (PDU)
	\$ 816.50	Professional Evaluation Incentive
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	\$ 2,205.00	Total Base Increase for 2017-18

- If you are a first year teacher with a BA going into your second year in 2018-19, this would be more than a 5% increase in your base salary.



# Compensation Proposal

## Flat Increase to Base

### Equity

All teachers/SSPs will receive the same amount in their base rather than some teachers receiving \$400 and others receiving \$1,000.

### Greater increase to starting salary

By doing a flat increase, we can move the starting salary up faster.

**Why a flat \$572 increase to base instead of a 1.04% increase?**

**ProComp incentives will be higher because they are linked to starting salary.**

### Recruitment

With a higher starting salary, we will further enhance our competitive position with neighboring districts.



# Compensation Proposal

## Increase Hard-to-Serve to All Title I Schools Starting in 2017-18

**Starting in 2017-18, the Hard-to-Serve incentive (\$2,600/year) will be extended to all Title I schools (60% FRL).**

- Cost = Approximately \$3.6 million.
- Paid out of **general fund dollars**.
- Additional number of schools eligible for incentive: 29.
- Additional FTE eligible: more than 1100.
- **Both ProComp and traditional salary schedule teachers would be eligible for the new expanded Title I Incentive!**

# Compensation Proposal

Increase Hard-to-Serve to All Title I Schools Starting in 2017-18

## Why extend the Hard-to-Serve incentive?

### Current cut-points for receiving Hard-to-Serve incentive:

- 92% FRL – Elementary
- 85% FRL – Middle School
- 75% FRL – High School

Our current cut-points for Hard-to-Serve were based on budget shortage, not on any true measure of the challenges of your job.

Gentrification is happening faster in our elementary schools and too many elementary teachers have lost access to the Hard-to-Serve incentive.

*Your job doesn't feel any easier when you have 90%FRL!!*

# Compensation Proposal

## Increase Hard-to-Serve to All Title I Schools Starting in 2017-18

### Why extend the Hard-to-Serve incentive?

- Schools that have lost or will potentially lose their Hard-to-Serve incentive:

2015-16	2016-17	2017-18	2018-19 (projected)	2019-20 (Projected)
Columbian Elementary	Beach Court Elementary	Whittier K-8	Ashley Elementary	Knapp Elementary
Lena Archuleta Elementary	Columbine Elementary	Doull Elementary	Maxwell Elementary	Harrington Elementary
Denver Public Montessori MS/HS	Hallett Fundamental Academy	Gust Elementary	Ab. Lincoln Respect Academy	Newlon Elementary
	Bryant Webster K-8	Ellis Elementary		DCIS at Ford
		Grant Beacon Middle		Force Elementary
				Godsman Elementary
				Cole Arts and Sciences Acad ECE-8
				Garden Place Elementary



# Compensation Proposal

Increase Hard-to-Serve to All Title I Schools Starting in 2017-18

## Schools that will be added to the new Title I Incentive List:

Columbine Elementary School  
Columbian Elementary School  
Oakland Elementary School  
Hallett Fundamental Academy  
Beach Court Elementary School  
Lena Archuleta Elementary School  
Bryant Webster Dual Language ECE-8 School  
Escalante-Biggs Academy  
Stedman Elementary School  
Marrama Elementary School  
Holm Elementary School  
Florida Pitt-Waller ECE-8 School  
Bear Valley International School  
Kaiser Elementary School

McMeen Elementary School  
Green Valley Elementary School  
Dora Moore ECE-8 School  
Montclair Elementary School  
Traylor Academy  
Samuels Elementary School  
Sabin World School  
DCIS at Fairmont  
Joe Shoemaker School  
Denver Green School  
Hamilton Middle School  
South High School  
Denver Center for International Studies MS  
Denison Montessori School  
Grant Ranch ECE-8 School



# Compensation Proposal

Increase Hard-to-Serve to All Title I Schools Starting in 2017-18

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**How do you know this is a guaranteed part of your pay?**

Moving cut point down to 60% FRL assures that the vast majority of our Title I schools will be protected for many years to come.

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Out of the 112 schools that would qualify for this incentive, only 14 of them are currently between 60 and 75% FRL.

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Paid in monthly amount so that you can expect this as a consistent part of your take-home pay.

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Even if your school falls off the Title I list, you will be **guaranteed the incentive** on a decreasing amount for three years:

First year: 100% of incentive

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Second year: 66% of incentive

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Third year: 33% of incentive

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# Compensation Proposal

## Increase Hard-to-Serve to All Title I Schools Starting in 2017-18

### Why is this not going in my base salary?

- Under our current ProComp system, base-pay increases cannot currently be awarded to a subset of teachers.
  - What does that mean? If we want to put this money into base, we need to create a separate salary schedule for Title I educators. We can talk about that possibility in our ProComp 3.0 discussion, but it will require significant system changes and more time to think through challenges and implications. (e.g. what happens when you move from a Title I school to a non-Title I school?)
- Base pay is more expensive than incentive pay because of the long-term costs. If we were to spend this same \$3.6M on a base increase for all teachers/SSPs, it would amount to an increase of approximately \$572 – more than \$2,000 less than our educators in the expanded Hard-to-Serve schools and our traditional salary teachers in any Title I school will be receiving under the DPS proposal.



# Workload Proposal

## Increase planning days for Title I Schools in 2018-19

**For 2018-19, all Title I schools will have an additional two planning days.**

- We have heard from you and recognize that our schools with high levels of poverty face unique challenges that require unique solutions.
- Toward the end of providing targeted supports to our higher poverty schools, we are proposing two additional planning days for all Title I schools.
- **We want to hear from you about where you could best use these days!**



# Compensation Proposal

Increase to Title I Incentive payments in 2018-19

**In order to compensate our Title I teachers for the additional planning days, we would increase the Title I Incentive from \$2,600 to \$3,000 starting in 2018-19.**

= Paid at hourly rate for Professional Development, \$24.66  
(1.04% COLA applied to current rate)

**Total Cost of Title I Incentive with two planning days:  
\$5,146,623**



# Compensation Proposal

# QUESTIONS?