TEACHER COMPENSATION
PROPOSAL

May 30, 2017
Compensation Proposal
Increases for All Teachers/SSPs

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

Steps, lanes, and longevity
1.76%

$572 dollars of additional base for all teachers/SSPs (average 1.04%)

Increase in DPS contribution to PERA of .5%

Total increase from these components = 3.3%
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

$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

<table>
<thead>
<tr>
<th>Equity</th>
<th>Greater increase to starting salary</th>
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<tbody>
<tr>
<td>All teachers/SSPs will receive the same amount in their base rather than some teachers receiving $400 and others receiving $1,000.</td>
<td>By doing a flat increase, we can move the starting salary up faster.</td>
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</tbody>
</table>

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

<table>
<thead>
<tr>
<th>ProComp incentives will be higher because they are linked to starting salary.</th>
<th>Recruitment</th>
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<tbody>
<tr>
<td>With a higher starting salary, we will further enhance our competitive position with neighboring districts.</td>
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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!!
Why extend the Hard-to-Serve incentive?

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

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<tbody>
<tr>
<td>Columbian Elementary</td>
<td>Beach Court Elementary</td>
<td>Whittier K-8</td>
<td>Ashley Elementary</td>
<td>Knapp Elementary</td>
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<tr>
<td>Lena Archuleta Elementary</td>
<td>Columbine Elementary</td>
<td>Doull Elementary</td>
<td>Maxwell Elementary</td>
<td>Harrington Elementary</td>
</tr>
<tr>
<td>Denver Public Montessori MS/HS</td>
<td>Hallett Fundamental Academy</td>
<td>Gust Elementary</td>
<td>Ab. Lincoln Respect Academy</td>
<td>Newton Elementary</td>
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<tr>
<td>Bryant Webster K-8</td>
<td>Ellis Elementary</td>
<td>Grant Beacon Middle</td>
<td>DCIS at Ford</td>
<td>Force Elementary</td>
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<td>Godsman Elementary</td>
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<td>Cole Arts and Sciences Acad ECE-8</td>
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<td>Garden Place Elementary</td>
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</table>
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
- McMeeen 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
<table>
<thead>
<tr>
<th>How do you know this is a guaranteed part of your pay?</th>
<th>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.</th>
<th>Out of the 112 schools that would qualify for this incentive, only 14 of them are currently between 60 and 75% FRL.</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Paid in monthly amount so that you can expect this as a consistent part of your take-home pay.</td>
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<tr>
<td>Even if your school falls off the Title I list, you will be guaranteed the incentive on a decreasing amount for three years:</td>
<td>First year: 100% of incentive</td>
<td>Second year: 66% of incentive</td>
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</table>
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.
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!
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
QUESTIONS?