



Discover a World of Opportunity™

# DPS PROCOMP PROPOSAL

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March 14, 2018



# What did we identify as our mutual interests?

## Key principles

Simplicity

Transparency

Fairness

Retention

Recruitment

Alignment with  
ProComp Ballot  
Language

## Current ProComp

How do you grow base-salary?

Advanced Degrees (\$3,752)

Advanced License or  
National Board (\$3,752)

PDU (\$833 if less than 15  
years of service)

Professional Evaluation  
(Approaching, Effective, or  
Distinguished) \$833 if less  
than 15 years of service;  
\$416 if 15 years or more

THINK OF THIS AS A POOL OF BASE-BUILDING DOLLARS WITH DIFFERENT WAYS TO  
ACCESS THAT POOL



## ProComp 3.0 Proposal

Key principles aligned with our mutual interests.

- How do we **recruit** and **retain** our teachers by making compensation less about working harder and more about paying teachers a salary that allows them to remain in the profession and gives them the recognition they deserve?
- How can we **simplify** the ways in which a teacher can grow base salary?
- How do we make the system more **transparent**?
- How do we make the system **fairer**, particularly for our novice teachers and teachers in our most highly-impacted schools?

# ProComp 3.0 Proposal

Step One Toward Simplifying Base Pay Increases

Advanced Degrees (\$3,752)

Advanced License or  
National Board (\$3,752)

Professional Evaluation (Approaching,  
Effective, or Distinguished)

**Combine Budgets to Maximize and Simplify Base-Building**

MAKE IT EASIER TO ACCESS THE SAME POOL OF BASE-BUILDING DOLLARS





## ProComp 3.0 Proposal

How do we grow base salary?

**Simple** → At a minimum, same pool of base money, fewer strings attached to access that money.

**Less work** → Continue to do PDUs when you believe they are important for growing your practice, not because you need to do them to grow your base pay.

**Fair** → Our teachers' plates are full and, particularly for our novice teachers and teachers in our most highly-impacted schools, we don't want anyone to miss an annual base pay increase.

**Transparent** → Easier to determine your career earnings.

# ProComp 3.0 Proposal

Step Two Toward Simplifying your Base Pay Increases

## Master Educator Incentive

Advanced  
Degree

Advanced  
Licensure or  
National  
Board

Four Years of  
Distinguished  
Service

**NEW: Grow your salary by the same amount as an advanced degree when you receive four years of distinguished ratings. In other words, grow your base without having to spend the cost of getting an additional degree.**

# ProComp 3.0 Proposal

Now Only Two Larger Incentives Used to Grow Base Pay

Prof.  
Eval.



Master  
Educator



Potential  
one year  
of growth  
in your  
base pay

Earn the Professional Evaluation Incentive every year you are Approaching, Effective, or Distinguished on the LEAP or SSP GPS Evaluation

Earn the Master Educator Incentive when you obtain an Advanced Degree, Advanced Licensure, National Board, or Four Years of Distinguished Service.





## Current ProComp

How does Professional Evaluation Incentive Work

- Years 1-14: 2% of the index = \$833/year
- Years 14+: 1% of the index = \$415

# ProComp 3.0 Proposal

Professional Evaluation Incentive – Continuous Growth Throughout Your Career

Years of Service

1	
2	1,602
3	1,602
4	2,289
5	1,602
6	1,602
7	1,602
8	1,602
9	1,602
10	1,602
11	1,602
12	1,602
13	1,373
14	1,373
15	916

16	458
17	458
18	1,144
19	458
20	1,373
21	458
22	458
23	458
24	458
25	2,289
26	458
27	458
28	458
29	458
30	2,289

31	458
32	458
33	458
34	458
35	2,289
36	458
37	458
38	458
39	458
40	2,289
41	458
42	458
43	458
44	458
45	2,289

Base Pay Increase in Dollars

**Amounts would increase annually by COLA.**

# ProComp 3.0 Proposal

## Combine Professional Evaluation and Master Educator

Add 9% of Index when you receive the Master Educator Incentive: Advanced Degree, Advanced License, National Board, or Receive Four Years of Distinguished Evaluations

	1	2 + \$4,120	3 + \$4,120	4 + \$4,120
2	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$
3	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$
4	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$
....	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$
15	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$
16	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$
17	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$
...	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$	Prof. Eval \$

Add Salary for Prof. Eval. incentive for every year earned.

# ProComp 3.0 Proposal

Add Non-Base Incentives on Top of Base for Total Compensation

Tuition Reimbursement  
\$1,100 per year for up to 4 years.

High Growth Incentive

= \$ 1,000

Title I

= \$ 1,648

Hard-to-Staff

= 2,930

Priority Incentives (Hard-to-Serve)

= \$ 3,204

Base Pay

Increased from 6.4% of Index to 7% of Index

NOTE: HIGHEST PRIORITY INCENTIVES NOT INCLUDED BECAUSE THEY ARE NOT FUNDED BY PRO COMP

# ProComp 3.0 Proposal

## High Growth Incentive

Create one High Growth Incentive that rewards schools that meet or exceed expectations on student growth.

Honor commitment to increase base pay by using savings towards base.

Honor commitment to most highly-impacted schools by focusing on growth rather than status.

Honor the ProComp ballot language and its commitment to student growth and recognizing entire schools for their collective efforts.



# ProComp 3.0 Commitments

## Summary

**Honor commitment to educators in our highest-poverty schools.**

**Simplify the system and make compensation more predictable.**

**Offer our educators on the traditional salary schedule the opportunity to opt into ProComp.**

**Honor educators by ensuring they can continue to grow their compensation throughout their career.**

**Empower teachers and SSPs to grow their pay as master educators.**

**Honor the mill levy ballot language, which reflects our obligations to Denver voters.**