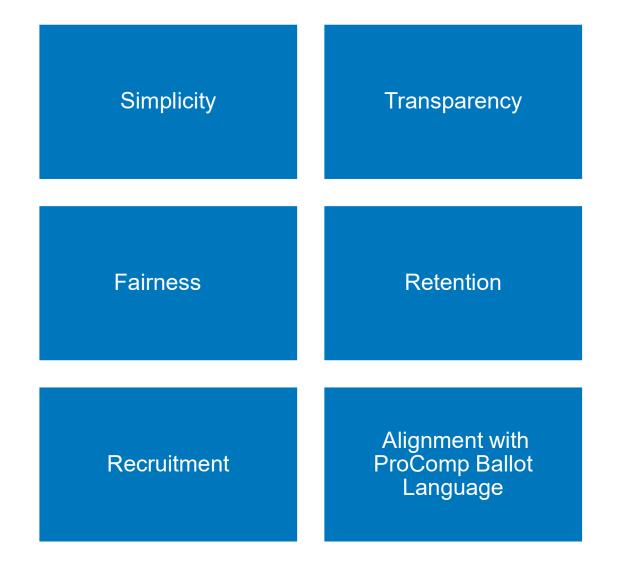


What did we identify as our mutual interests?

Key principles



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



Key principles aligned with our mutual interests.

- How do we <u>recruit</u> and <u>retain</u> 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 <u>simplify</u> the ways in which a teacher can grow base salary?
- How do we make the system more <u>transparent</u>?
- How do we make the system <u>fairer</u>, particularly for our novice teachers and teachers in our most highly-impacted schools?

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.



How do we grow base salary?

<u>Simple</u> → At a minimum, same pool of base money, fewer strings attached to access that money.

<u>Less work</u> → 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.

<u>Fair</u> → 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.

<u>Transparent</u> → Easier to determine your career earnings.

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.

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

Years of Service

ProComp 3.0 Proposal

Professional Evaluation Incentive – Continuous Growth Throughout Your Career

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.



Combine Professional Evaluation and Master Educator

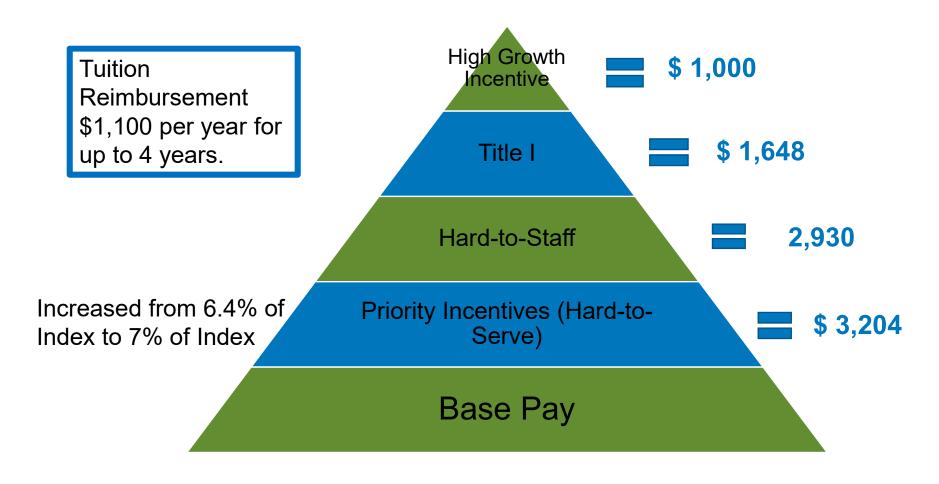
Add 9% of Index when you receive the Master Educator Incentive: Advanced Degree, Advanced License, National Board, or Receive Four Years of Distinguished Evaluations

	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.



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



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.