

Discover a World of Opportunity™

DPS PROCOMP PROPOSAL

August 8, 2018



OUR MUTUAL INTERESTS

Identified in our interest-based bargaining process last year. How do we address the concerns we've heard from teachers about the ProComp system?

Simplicity

Transparency


Fairness

Retention

Recruitment

Alignment with
ProComp Ballot
Language





If the Great Schools, Thriving Communities ballot measure passes, we propose to:

- Invest \$36.6 million annually in teacher compensation in addition to the raises promised in the Master Agreement, resulting in **an average per teacher increase of more than 20% over the three-year period.**
- All teachers not currently in ProComp would have the opportunity to join.

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ALIGNMENT WITH OUR AGREED-UPON MUTUAL INTERESTS



If the Great Schools, Thriving Communities ballot measure passes, we propose to:

- Significantly increase the starting pay:
 - teachers would start in 2020-21 at almost \$50,000 base pay.
 - teachers in our highest poverty schools would start at close to \$60,000 a year including ProComp incentives.
- Significantly increase a teacher's ability to build salary over time (with 20 years of service, a teacher would have the potential with incentives to earn \$100,000).

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ALIGNMENT WITH OUR AGREED-UPON MUTUAL INTERESTS

If the Great Schools, Thriving Communities ballot measure passes, we propose to:

- Double the Priority Schools incentives (currently Hard-to-Serve) to \$5,000 a year for teachers in roughly 80 of our high-poverty schools in order to better recruit and retain in our schools with our highest-need students.
- Increase the Title I schools incentive from \$1,500 to \$2,500 a year for teachers in our Title I schools (roughly 40 additional schools).

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