

2023-24 Teacher & Specialized Service Provider (SSP) Compensation Overview

Outcomes	Professional Evaluation	DCTA Years of Service	Knowledge and Skills			Market Incentives		School Award	Leadership
Program	Evaluation	Longevity	Advanced Degree, License, and NBPTS	Professional Development Unit	Tuition and Student Loan Reimbursement	Hard to Staff Assignment	Title I	Distinguished Schools	Teacher Leadership & Collaboration
Incentive Eligibility	Minimum rating of "Approaching" (or equivalent) in annual professional evaluation.	Ten years of service (YOS) in DPS classrooms (in DCTA bargaining unit) within the last fifteen years. Only one Longevity grade advancement allowed.	Submit form and official documentation. Only one NBPTS/Advanced Lic/Cert grade advancement allowed.	One DPS credit is awarded for every 15 PDU contact hours. PDUs with a course of study of at least 45 hours will earn 3 credits. A maximum of two PDUs or 6 credits can be completed per year.	Submit form and receipt with evidence of (1) payment for and satisfactory completion of coursework, and/or (2) outstanding student loan debt.	Serving in position designated as "Hard to Staff."	Serving in schools designated as "ProComp Title I."	Up to ten (10) schools may receive the Distinguished Schools Incentive for their work around the whole child. Schools are only able to receive the bonus once every three (3) years	Teachers who serve in formal teacher leadership roles, including Senior Team Lead (STL), Team Lead (TL), Team Specialist (TS), Regional Team Specialist (RTS), and New Teacher Ambassador (NTA).
Base Building or Incentive	Base Building	Base Building	Base Building	Base Building	Incentive	Incentive	Incentive	Incentive	Stipend
Amount	Step Increase (Up to Step 20)	Grade advancement on the DCTA step and grade schedule.	Grade advancement on the DCTA step and grade schedule.	Grade advancement on the DCTA step and grade schedule.	Actual expense up to \$1000/yr \$6000 max lifetime	\$90.91/pay period	\$90.91/pay period	\$750 Paid once a year.	Senior Team Leads \$5,500/yr Team Leads \$3,300/yr Team Specialists \$1,650/yr Regional Team Specialists \$1,650/yr New Teacher Ambassadors \$880/yr
Builds pension and highest average salary¹	Yes	Yes	Yes	Yes	Loan - Yes Tuition - No	Yes	Yes	Yes	Yes
Payment Type and Frequency⁴	Base increase in salary paid at the start of the school year following the evaluation (Aug).	Base increase in salary paid at the start of the school year following the completion of the 10th year of service. Educators who are unable to move a lane for longevity shall receive a \$2,000 increase to base (MA+54 and Doctorate).	Base increase in salary within 30 days following submission of proper documents. Educators who are unable to move a lane for Adv Lic or NBPTS shall receive a \$2,000 increase to base	Base increase in salary within 30 days following request for PDU based grade advancement. If not eligible to move a grade, \$1000 payment for every 3 credit PDU earned (BA+36 without a Masters, MA+54, and Doctorate) and \$667 payment for each 2 credit PDU.	Up to \$1000 per year within 30 days following submission of proper documents	Semi-monthly bonus. Starting with the 2nd paycheck in September	Semi-monthly bonus. Starting with the 2nd paycheck in September	Distinguished Schools incentive paid annually projected on the first paycheck of June.	Semi-monthly compensation upon completion of each month for STLs and TLs starting with the second paycheck of September. TSs, RTSs, and NTAs are paid twice annually (second paycheck of December and May).

Important Notes

1 - All incentives except Tuition Reimbursement are pensionable. In other words, all ProComp payments are taken into account in calculating your highest salary upon which your pension is based.

• Amounts and terms, except for Leadership incentives, are based on the agreement approved by DCTA membership.

• All amounts above are based on full-time employee (1.0 FTE) rates. Payments are pro-rated for employees working less than full-time.