



Denver Public Schools
Professional Compensation System for Teachers

ProComp

Transition Team Minutes

November 24, 2008

4:30pm – 6:30pm

900 Grant Street—NW HR Conference Room

Attendees: Cal Hosman, Margaret Bobb, Ann Christy, Rob Gould, Brad Jupp, Henry Roman, Deb Cunningham.

Absent: Adrienne Army, Jeff Buck, Brett Fuhrman, Jason Martinez, Bart Muller.

- I. Agenda Review completed by Brad Jupp.

Action Items:

- II. Approve October 15 meeting minutes (Henry Roman). Move to approve: Ann Christy. 2nd: Rob Gould. Approved.
- III. Policy decision about market incentive payments for teachers on leave status (Deb Cunningham): Status is with legal to review. Proposal is to pay teachers Market Incentives if they're on paid leave. Looked for Principal precedents, but none set. Proposal is to make payment consistent with other incentives.
- IV. Exceeds CSAP Expectations (Brad Jupp). Workgroup met to discuss rules. Most important points:
 1. The work group approved the rules (attached to these minutes), which include the following highlights:
 - Colorado Growth Measure. 55th percentile benchmarked. 50% of an eligible class must meet minimum.
 - 334 teachers eligible. 205 earned incentive. More than half of the teachers eligible received the bonus.
 2. Incentives will be paid to teachers in a special payroll run on 12/12.
 3. Discussion of those who exceeded expectations previously tabled until December meeting.
 4. The Transition Team will continue to operate a work group on quantitative methods. The Work Group will consider the following topics:
 - Make recommendations to the Transition Team for application of Exceeds Expectations sustainable incentives for teachers who exceeded expectations in 2006-2007 and then failed to meet expectations in 2007-2008.
 - Review rules for Exceeds Expectations to be applied in fall 2009
 - Consider quantitative methods supporting Exceeds Expectations, Top Performing Schools, Growth Schools, Hard to Staff Assignments and Hard to Serve Schools

Information Items:

- V. Timeline for the projected ProComp administrative costs report (Debra Cunningham): Looking at Trust funding in a larger context as part of in-kind funding required when TIF Grant expires. Starting to work through alternate funding sources and the Trust is one of those. Update on progress in December. Goal is to review recommendation in January.
- VI. Update on the 4.5 Opt-in window (Debra Cunningham). Reviewed statistics of 336 who opted in. 40 teachers opted out. Do not have statistics for the 40.
- VII. Amended Hard to Serve list (Henry Roman). Smiley is the only addition to the list. List is posted on the ProComp website. Smiley teachers had opportunity to opt-in during window 4.5.

- VIII. Decision makers for Hard to Staff student service assignments (Debra Cunningham). Cheryl Karstaedt and Bonnie Soman will set requirements. Nadine will administer the requirements. Cheryl and Bonnie still doing research.
- IX. Update on the salary setting administrative process (Henry Roman)
1. Opt-out documentation. Teacher group reviewed the rules prior to the meeting. There is one change to formal policy – opt-in date text changed to “ProComp Effective Date”. Agreed to post these on the ProComp website as part of the meeting minutes.
 2. CPE for teachers with over 14 years of service credit. Rob and Brad developed examples. Transition team agreed.

Adjourned at 5:10pm.