





2017-'18 ProComp Payment Opportunities

[More info at denverprocomp.dpsk12.org](http://denverprocomp.dpsk12.org)

Component of Index \$41,689.080	 Knowledge and Skills			 Professional Evaluation	 Market Incentives			 Student Growth
Element	Professional Development Unit	Advanced Degree and License	Tuition and Student Loan Reimbursement	Evaluation	Hard to Serve School	Hard to Staff Assignment	Title I School (Not Hard to Serve)	Top Performing/High Growth Combined Incentive
Description of Element	Providing ongoing professional development – tied to the needs of our students – is a central strategy to help you expand your skills, improve student performance, and advance your career with the district	Compensation for Graduate Degree or Advanced Licenses or Certificates	Reimbursement for tuition or for outstanding student loans.	Increases for teachers based on a satisfactory evaluation.	Designed to attract teachers to schools with a high free and reduced lunch percentage.	Designed to attract teachers to roles with high vacancy rate and high turnover	Designed to attract teachers to schools with a high free and reduced lunch percentage.	Teachers in schools designated as a “Top Performing” or “High Growth” based on the School Performance Framework eligible
Eligibility and Payout	Base building for PDUs paid if 14 or fewer years of credited service. Non-base building if more than 14 years of service at time of payment	Paid upon receipt of documentation that the license or certification is active and current	Paid upon receipt of evidence of payment for and satisfactory completion of coursework; \$4,000 lifetime account; no more than \$1,000 per year	2% of index for 14 or fewer years of credited service. 1% of index for 15 or more years of credited service. Paid at the start of the school year.	Teachers currently serving in schools designated “Hard-to-Serve”.	Teachers currently serving in designated “Hard-to-Staff” positions	ProComp and Traditional Teachers currently serving in Title I schools that are not designated “Hard-to-Serve” and at other schools as designated.	Paid based on performance during the prior school year.
Affect on Base Salary	Base Building ²	Base Building	Non-Base Building	Base Building	Non-Base Building	Non-Base Building	Non-Base Building	Non-Base Building
Percent of Index	2%	9% per degree or license. Eligible once every 3 yrs	N/A	2%: Fewer than 14YOS 1% 15YOS or greater	6.4%	6.4%	N/A	Total Budget/ # of teachers receiving
Dollar Amount	\$833	\$3,752	Actual expense up to \$1000/yr, \$4000 lifetime	\$416 or \$833 annual salary increase	\$2,668 \$222.34/mo	\$2,668 \$222.34/mo	\$1,500 \$125/mo	Award size announced in November
Hourly rate increase	\$0.560	\$2.522	N/A	\$0.280 or \$0.560	N/A	N/A	N/A	N/A
Builds pension and highest average salary	Yes	Yes	No ³	Yes	Yes	Yes	Yes	Yes
Payment Type and Frequency⁶	Paid once per school year at time of completion of PDU. Banked PDU paid in September	Base increase in salary upon submission of proper documents	Up to \$1000 per year upon submission of proper documents	Base increase in salary paid in September for those qualified	Monthly installment upon completion of service each month	Monthly installment upon completion of service each month	Monthly installment upon completion of service each month	Paid lump sum in the year following assessment. (normally in Oct/Nov).

Important Notes:

-These amounts and terms are based on the agreement approved by DCTA membership. ProComp pay referenced in this document is based on an index amount of \$41,689.080. Amounts are based on 1 FTE (except for Tuition Reimbursement) and are prorated.

*Top Performing Schools and High Growth (TP/HG) Schools incentives are based on the School Performance Framework, which you can read about on the Denver Public Schools website. The exact targets for determining the Schools receiving these incentives are set by the Transition Team. For '16-'17 payments will be made in December 2017 for TP/HG eligible schools.

-ProComp participants who will have 14 or fewer years of service credit during the contract year in which the PDU is paid, will receive a salary increase of 2% of the salary index for the contract year in which the PDU is paid.

-ProComp participants who will have more than 14 years of service credit during the contract year in which the PDU is paid will receive a non-salary building bonus of 2% of the payment year's salary index.

²Builds base salary for teachers with 1 to 14 years of service credit and does not build base salary for teachers with 15 or more years of service credit.

³All 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.

⁵Service Credit - The years of full time contract experience recognized by DPS, which may include experience outside the Denver Public Schools. Years of service is different from Longevity. Longevity includes service at DPS only.

⁶See ProComp MoU Payment matrix for more detail on timing of payments.