

## 2012-'13 ProComp Payment Opportunities

[http://Connect\\_HumanResources@dpsk12.org](http://Connect_HumanResources@dpsk12.org)

Component of Index \$37,927	Knowledge and Skills			Comprehensive Professional Evaluation			Market Incentives		Student Growth			
Element	Professional Development Unit	Advanced Degree and License	Tuition and Student Loan Reimbursement	Probationary	Non-Probationary	Innovation Non-Probationary	Hard to Serve School	Hard to Staff Assignment	Student Growth Objectives	Exceeds CSAP Expectations	Top Performing Schools	High Growth School
<b>Description of Element</b>	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 new teachers based on a satisfactory evaluation.	Increases based on a satisfactory evaluation.	Increases 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	Incentive paid for meeting student growth objectives.	Teachers whose assigned student's growth in CSAP scores exceed district expectations	Teachers in schools designated as a "Top Performing School" based on the DPS School Performance Framework	Teachers in schools designated as a "High Growth School" on the DPS School Performance Framework
<b>Eligibility and Payout</b>	Base building for PDUs paid if 14 or fewer years of 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	Requires Satisfactory Evaluation: If unsatisfactory, ineligible for CPE increase	Payable only to teachers who have a formal evaluation during service credit years 1-14 .	Teachers receive 1% of index increase for a satisfactory annual evaluation during years 1-14 if have not received a 3% of index CPE increase in the past two years	Teachers currently serving in schools designated "Hard-to-Serve".	Teachers currently serving in designated "Hard-to-Staff" positions	Base building when 2 SGOs are met, non base-building when only 1 SGO is met during prior school year <sup>4</sup>	Paid based on assigned student CSAP growth percentiles. Paid based on results from prior school year.	Paid based on performance during the prior school year.	Paid based on performance during the prior school year.
<b>Affect on Base Salary</b>	Base Building <sup>2</sup>	Base Building	Non-Base Building	Base Building	Base Building	Base Building	Non-Base Building	Non-Base Building	Base Building <sup>4</sup>	Non-Base Building	Non-Base Building	Non-Base Building
<b>Percent of Index</b>	2%	9% per degree or license. Eligible once every 3 yrs	N/A	1% every year	3% every three years	1% every year if no 3% in past 2 yrs	6.4%	6.4%	1%	6.4%	6.4%	6.4%
<b>Dollar Amount</b>	\$759	\$3,413	Actual expense up to \$1000/yr, \$4000 lifetime	\$379	\$1,138	\$379	\$2,427.33 \$202.28/mo	\$2,427.33 \$202.28/mo	\$379	\$2,427.33	\$2,427.33	\$2,427.33
<b>Builds pension and highest average salary</b>	Yes	Yes	No <sup>3</sup>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Payment Type and Frequency<sup>6</sup></b>	Monthly installments upon submission of proper documents	Monthly installments upon submission of proper documents	Up to \$1000 per year upon submission of proper documents	Prorated over 12 months. If unsatisfactory delayed at least 1 yr	Prorated over 12 months. If unsatisfactory delayed at least 1 yr	Prorated over 12 months. If unsatisfactory delayed at least 1 yr	Monthly installment upon completion of service each month	Monthly installment upon completion of service each month	1 objective: Paid lump sum. 2 objectives: Paid in monthly installments	Paid lump sum in the year following assessment	Paid lump sum in the year following assessment	Paid lump sum in the year following assessment

**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 \$37,551. Amounts are based on 1 FTE (except for Tuition Reimbursement) and are prorated.
- Top Performing Schools and High Growth 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.
- 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.
- <sup>2</sup>Builds 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.

<sup>3</sup>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.

<sup>4</sup>Regarding the Student Growth Objectives, teachers will receive the payout in a non-base building lump sum if 1 objective is met, and as a base building payment if 2 objectives are met.

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