Denver Public Schools
Professional Compensation System for Teachers

ProComp

Summary Table – Components and Elements Earning Opportunities										
Components Index $35,568	**Knowledge and Skills**			**Professional Evaluation**		**Market Incentives**		**Student Growth**		
Element	**Professional Development Units** 2% of Index Salary Increase	**Grad Degree/ Nat. License & Certificates** 9% of Index Salary Increase	**Tuition Reimburse** $1,000 Lifetime Account	**Probationary** 1% of Index Salary when rated satisfactory	**Non-Probationary** 3% of Index Salary when rated satisfactory	**Hard to Staff Position** 3% of Index Bonus	**Hard to Serve School** 3 % of Index Bonus	**Student Growth Objectives** 1% Index Salary if both objectives met 1% Index Bonus if 1 objective met	**CSAP Expectations** 3% of Index sustainable increase for exceeding expectations; 3% Index sustainable decrease for falling below expectations	**Distinguished Schools** 2% of Index Bonus
Dollar Amount	**$711**	**$3,201**	**$1,000**	**$356**	**$1,067**	**$1,067**	**$1,067**	**$356**	**$1,067**	**$711**
Payment Type and Frequency	Monthly installments upon submission of proper documents	Monthly installments upon submission of proper documents	Up to $1000 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	Monthly installment upon completion of service each month	Monthly installment upon completion of service each month	Paid over 12 months starting in September based on previous year	Paid over 12 months starting in September based on previous year	Paid over 12 months starting September based on previous year
Builds pension and highest average salary?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes