

Glossary of Terms



Base Salary – A teacher’s continuing annual compensation. Salary does not include bonuses or any other extra pay.

Bonus – Payment available each year that does not become part of a teacher’s base salary.

Colorado’s Student Growth Indicator – Compares a student’s academic progress to that of other students statewide.

CDE – Colorado Department of Education

CPE – Comprehensive Professional Evaluation

Eligible ProComp Status – At the time of payout for any incentive, you must be actively enrolled in ProComp and have a status of:

- Active with benefits (AB)
- Active with J1 Visa-no PERA (AV)
- Active Retiree Exempt (AH)
- Leave with pay (LP)
- Leave summer pay/benefits (LR), or
- Leave with full pay J1 Visa-No PERA (LV)

Entry Salary – The annual salary paid to newly hired teachers who have no outside experience credit or advanced degrees.

Full-Time Equivalent (FTE) – A unit that indicates the workload of an employed person. An FTE of 1.0 means you are equivalent to a full-time employee.

Hard to Staff Assignment – Positions teaching traditionally hard-to-fill subject areas according to local and national data. The categories of assignments will be designated annually.

High Growth Schools – Schools that have earned the highest percentage of points on SPF Student Academic Growth measures. All schools recognized as Meets Standard or Exceeds Standard for the combined SPF Student Academic Growth measures for 2011-12 have received the High Growth School designation.

High Needs School – High Needs Schools are designated each year based on the percent of students enrolled at the school receiving free or reduced price lunch (FRL).



Index – A dollar amount that is the basis for determining percentage increases in salary and bonuses under ProComp. It is subject to negotiations by DPS and the DCTA and routine cost-of-living adjustments agreed upon through collective bargaining. Since ProComp was implemented, the index has been set at an amount that is comparable to a DPS entry salary.

Master Agreement – The contract between DPS and the DCTA that establishes the terms and conditions of employment for all members of the DCTA bargaining unit.

Mill Levy – A property tax assessment approved by voters.

Mill Levy Override Election – An election to approve a tax increase to pay for school district operating budgets above limits imposed by state law.

Memorandum of Understanding (MOU) – A Memorandum of Understanding may be issued annually to update future ProComp payment amounts and whether future incentives are to be paid as a salary-building increase or lump sum.

PD – Professional Development

Probationary Teachers – Teachers in their first three years or more with DPS.

Professional Review Panel – A panel to which teachers may appeal if they disagree with a payment decision related to ProComp. The Review Panel will hear disputes about pay decisions on ProComp, including student growth objectives, professional development units, professional evaluation, market incentives, advanced degrees, licenses, and certificates, tuition reimbursement, initial salary placement or declaration of a proposed assignment.

Reduction in Building (RiB) Staff Action – A RiB occurs when, as a result of lower than projected student counts or programmatic changes, a school needs to reduce the number of full-time equivalents (FTEs) contracted at their building.

School Performance Framework (SPF) – A tool for measuring student performance, including measures of both student achievement and student growth. Click [here](#) for more details.

SSP – Student Services Professional, including nurses, counselors and audiologists

Student Growth Objectives – During the contract year, teachers and SSPs set two goals for student progress in collaboration with their principal or supervisor. Objective-setting is a good instructional practice that contributes to higher student achievement.

State Assessment Test – Colorado’s standards-based assessment designed to provide a picture of student performance to schools, districts, teachers, parents and the community.

Supervisor – The person to whom you report directly; your supervisor or manager.

Teacher Compensation Trust – The Trust is responsible for receiving, managing and distributing funds raised by the ProComp mill levy. One of the most important functions of the trust is to ensure that ProComp is financially stable over time. It is also responsible for monitoring how DPS spends the monies derived from the Trust and ensuring that they are spent only for ProComp-related expenses and spent in a manner consistent with the ProComp Agreement. The Trust includes three representatives from DPS, three from the DCTA and two from the community.

Top Performing Schools – Top Performing Schools are identified every fall, based on previous year data. All schools designated as Exceeds Expectations or Meets Expectations on the overall SPF qualify as Top Performing Schools.

Transition Team – A team of teachers and administrators who developed and implemented ProComp to meet the policy established by DPS and the DCTA. The team is comprised of six administrators and six teachers, with two co-chairs-- one from each group.

UIP - Unified Improvement Plan

Years of Service - 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.)

