

Table 1: Value of University Credits per Step

1	2	3	4	5	6	7	8	9	10	11	12	13
\$78	\$82.50	\$87	\$91.50	\$96	\$100.50	\$105	\$109.50	\$114	\$118.50	\$123	\$127.50	\$132

Table 2: Eligible Positions and Licenses/Certificates

Position	Eligible Certificates/Licenses
Speech Language Pathologist	Certificate of Clinical Competence
Educational Audiologist	Certificate of Clinical Competence
School Psychologist	National Certificate in School Psychology
School Social Worker	Licensed Clinical Social Worker (DORA)
School Nurse	School Nurse Practitioner Certification
Teacher of Vision Impaired	ACVREP, Certified Orientation and Mobility Specialist, Certified Low Vision Therapist

Table 3: Hard-to-Serve Schools

Elementary		Middle	High	Alternative
Castro	Greenlee	Merrill	Arts and Cultural	Prep Assessment Center
Cheltenham	Harrington	Hill	Leadership Academy	CLA
Del Pueblo	Mitchell	Lake	Millenium Quest	EGOS High School
Fairmount	Remington	Randolph	Lincoln	Emerson Street
Fairview	Valdez		North	Florence Crittenton
Garden Place	Whiteman			Gilliam Center
Gilpin	Wyman			

Hard to Staff Assignments In Detail

English Language Acquisition – Spanish (ELA-S)

Includes teacher or counselors who are designated and qualified as ELA-S.

- A qualified ELA-S teacher has passed the SLP and has completed the four ELA professional development units, or has a linguistically diverse state endorsement or a master’s in ESL (or equivalent).
- ELA-S teachers do not need to be qualified in the subject they are teaching to be eligible for this bonus.
- A qualified ELA-S counselor is licensed/endorsed and has passed the SLP.
- ELA-S assignments will earn market incentive bonuses separate from the other hard-to-staff assignments so a teacher/counselor may earn more than one hard-to-staff bonus.
- ELA-S incentives paid under the regular pay plan of \$500-\$800 annually are replaced by the ELA-S ProComp bonus of \$999.

Special Education Center Assignments

Includes all assignments in the Center Programs including not only special education teachers, but also psychologists, social workers, nurses and other special service providers assigned and working in those center programs.

Middle School Math

Includes 6th, 7th, and 8th grade math teachers in all DPS (non-charter) schools. Classes include those listed as part of the Math Department with a subject area of Math in Infinite Campus. Math coaches are not eligible for a hard-to-staff bonus.

Speech Language Specialists

School Psychologists

Thinking about joining ProComp?

Salary Estimation Worksheet
2005-2006 Contract Year



This pamphlet is designed to give people who are interested in ProComp a simple way to estimate their ProComp salary increase. If you are seriously interested in joining ProComp, this worksheet is not intended to take the place of a personal consultation with a ProComp team member or Human Resources representative when your individual starting salary will be set. If the figures here look promising and you think you'll opt-in, please call 720-423-3900 for an appointment to get an official, initial salary established, based on your own circumstances. Email questions may be directed to Opt-In@dpsk12.org. This mailbox is monitored daily, and questions will be answered personally.

Update College Credits

Since your initial salary placement in ProComp may be impacted significantly by the college credits or licenses you have earned, updating your official transcripts is one of the most important steps you can take. Please order official transcripts and deliver or send them to:

ProComp Transcript Evaluator
900 Grant Street, Room 504
Denver, Colorado 80203

- Transcripts must not be copies. They should have a raised registrar seal or signature or be on safety paper.
- Credits must be from a regionally accredited 4-year college or university.
- Credits must be converted to semester (not quarter) credits.
- Transcripts from international colleges or universities are OK, but they must first be evaluated by the World Education Service (312.222.0882).

Eligibility

All members of the DCTA bargaining unit – teachers, student service professionals and student service professionals – itinerant – are eligible to join ProComp. Membership in DCTA is not a requirement.

Factors in Determining ProComp Compensation in 2005-2006

1. University credits earned since last lane advancement
2. Master's degree, licenses or certifications
3. Working in Hard-to-Serve school (bonus only)
4. Working in a Hard-to-Staff assignment (bonus only)

Step 1 — Computing Salary Increase for University Credits

- Obtain your most recent and valid university transcript(s).
- If you have more than 30 qualifying credits, apply for a lane change. Any remaining credits will be handled as described below.
- If you have fewer than 30 qualifying credits remaining, they may be used to increase your initial salary under ProComp. You may not re-use credits that have already been applied for a lane change or to qualify you for an assignment.
- Determine your current step placement (Step 1-Step 13).
- Multiply the number of credits you have by the value per credit for your step (see Table 1).
- If you work part-time, the value is pro-rated based on the percent of full work week you work.

Example: You are on step 4 and have 18 credits.

Total Value: 18 credits x \$91.50 = \$1647.00 to be added to your base salary.

Enter your personal data here:

Step level _____
Number of credits _____ x \$ _____ = \$ _____ x % time worked _____ = \$ _____ added to your base salary.

Step 2 - Computing Salary Increase for Master's or Earning Licenses and Certifications

- Determine whether you earned a Master's degree after reaching the BA+60 lane.
- Determine whether you have any of the eligible certificates and licenses (see Table 2).
- If you work full time, the value of the Master's degree or license/certificate is \$2997.00.
- If you work part-time, the value is pro-rated based on the percent of full work week that you work.

Enter your personal data here:

A=Value of master's degree \$ _____
B=Value of license/certificate \$ _____
A+B = Total value of masters/license/certificate \$ _____
X _____ % of time worked = \$ _____
or the value of additional salary for masters/license/certificate

Step 3 – Computing Market Incentive Bonus (Hard-to-Serve schools and Hard-to-Staff positions)

- Determine whether you work in a hard-to-serve school (see Table 3)
- Determine whether you work in a hard-to-staff assignment. These include ELA-S, Special Education Center Assignments, middle school math, speech language pathologist, school psychologist. (See bottom of back page for eligibility details)
- Make sure you are NCLB qualified for your assignment
- Determine whether you work full-time. If part-time, determine the percentage of a 40-hour week that you work.
- Give yourself \$999 for each hard-to-serve or hard-to-staff assignment (or a percentage thereof)

Enter your personal data here:

Hard-to serve school assignment _____
= \$ _____
Hard to staff assignment _____
= \$ _____
Additional hard-to-staff assignment _____
= \$ _____

Step 4 – Total Amount Due

Total the amounts in Step 1, 2, and 3 for your estimated increased compensation. \$ _____

This amount will be fully pensionable and paid out in monthly increments.

Guidelines for Determining Acceptable Credits From Colleges, Universities and DPS Inservices

Credits must be earned since last lane change increase

- Earned after BA, MA, BA+30, etc.
- All credits must be converted to semester credits

Credit Earned Related to Advanced Degree or Designated as Graduate Credit

- Undergraduate credit OK if accepted for MA
- Undergraduate credits not acceptable past MA+30

Acceptable subject matter for credits

- Related to current assignment
- Proposed assignment must be DCTA position
- No theology or law credits qualify

DPS in-service credits

- Inservice must be pre-approved by Curriculum and Instruction
- Inservice must be outside the school day
- If paid for time in inservice, the inservice won't qualify
- 15 contact hours = 1 graduate credit
- Must be supported by certificate of completion

