

## ProComp Pay Estimator

Use this worksheet to calculate how ProComp incentives can enhance your pay in a single year. Remember, your FTE percentage(s) may affect payout amounts.

|   |  |   |   | Your Earnings |
|---|--|---|---|---------------|
|   |  | <i>Your Base Pay:</i>                                   |   |               |
|   |  | <b>ProComp Incentive Amount</b>                         |   |               |
| <b>Student Growth</b>                                     | SGOs   | <b>\$379.00</b>   |   |               |
|   | Exceeds Expectations   | <b>\$2,427.33</b>                                       |   |               |
|   | Top Performing School  | <b>\$2,427.33</b>                                       |   |               |
|   | High Growth School   | <b>\$2,427.33</b>                                       |   |               |
| <b>Market Incentives</b>                                  | High Needs School  | <b>\$2,427.33</b>                                       |   |               |
|   | Hard to Staff Assignment   | <b>times number of assignments</b>                      |   |               |
| <b>Knowledge and Skills</b>                               | PDU  | <b>\$759.00</b>   |   |               |
|   | Advanced degree, license or certificate  | <b>\$3,413.00</b><br>(payable once every 3 years)       |   |               |
|   | Tuition and student loan reimbursement   | <b>Up to \$1,000 per year/<br/>\$4,000 per lifetime</b> |   |               |
| <b>Comprehensive Professional Evaluation</b>              | Satisfactory evaluation for the previous year (available if you have 14 or fewer years of service) | <b>Probationary Teacher*:</b>                           | <b>\$379.00</b>                                   |               |
|   |  | <b>Non-Probationary Teacher:</b>                        | <b>\$1,138.00</b><br>(payable once every 3 years) |               |
| <i>Total Annual Compensation (Base Pay + Incentives):</i> |  |   |   |               |

\*Certain non-probationary teachers evaluated annually may receive this payment each year for satisfactory evaluation.

**Note:** Payments earned through ProComp are made either as a permanent salary increase or as a bonus.