

## ProComp in Action

### Maximizing Your ProComp Participation

Using 2012-13 incentive amounts, here are examples showing how two teachers could use ProComp to serve our students and enhance their pay.

<b>Example 1</b>			<b>Earnings</b>
	<b>Samantha Sample</b> <b>Music Teacher at</b> <b>Top Performing School</b>  <b>Education prior to DPS:</b> Master's Degree <b>Experience prior to</b> <b>DPS:</b> Five years <b>Starting DPS pay:</b> \$43,624 <b>Length of DPS service:</b> Six years (currently in seventh year)	<b>ProComp Incentives</b>	
Student Growth		SGOs	\$379.00
		Exceeds Expectations	–
		Top Performing School	\$2,427.33
		High Growth School	–
Market Incentives		High Needs School	–
		Hard to Staff Assignment	–
Knowledge and Skills		PDU	\$759.00
		Advanced degree, license, or certificate	–
		Tuition and student loan reimbursement	–
CPE		Satisfactory evaluation for previous year	\$1,138.00
<b>Total ProComp Incentives</b>		<b>\$4,703.33</b>	
<i>Total Annual Compensation (Base Pay + Incentives)</i>		<i>\$55,593.19</i>	
<b>In summary:</b> Over her first six years at DPS, Samantha increased her base salary by \$7,265.86 (16.7 percent) by meeting two SGOs each year and having satisfactory evaluations. She also collected a total of \$14,563.98 in bonuses for working in a Top Performing School. This year, she'll increase her base salary by \$2,276 and collect a bonus of \$2,427.33 for continuing to work in a Top Performing School.			

<b>Example 2</b>			<b>Earnings</b>
	<b>Doug Sample</b> <b>Ninth Grade Math</b> <b>Teacher (Hard to Staff</b> <b>Assignment) at</b> <b>High Growth and Top</b> <b>Performing School</b>  <b>Education prior to DPS:</b> Bachelor's Degree <b>Experience prior to DPS:</b> None <b>Starting DPS pay:</b> \$37,926 <b>Length of DPS service:</b> Two years (currently in third year)	<b>ProComp Incentives</b>	
Student Growth		SGOs	\$379.00
		Exceeds Expectations	\$2,427.33
		Top Performing School	\$2,427.33
		High Growth School	\$2,427.33
Market Incentives		High Needs School	–
		Hard to Staff Assignment	\$2,427.33
Knowledge and Skills		PDU	\$759.00
		Advanced degree, license or certificate	–
		Tuition and student loan reimbursement	–
CPE		Satisfactory evaluation for previous year	\$379.00
<b>Total ProComp Incentives</b>		<b>\$11,226.32</b>	
<i>Total Annual Compensation (Base Pay + Incentives)</i>		<i>\$51,428.32</i>	
<b>In summary:</b> Over his first two years at DPS, Doug increased his base pay by \$2,276 (6 percent) by completing one PDU each year and having satisfactory evaluations. Each year he also collected a bonus of \$2,417.33 each for working in a High Growth School, working in a Top Performing School and working in a Hard to Staff Assignment. This year, his third with DPS, he'll collect those incentives plus a bonus of \$2,427.33 for exceeding expectations on the state assessment test. He'll also raise his base pay by \$1,517 by meeting two SGOs, completing a PDU, and having a satisfactory evaluation.			