

**Denver Public Schools
ProComp Salary Setting 2018 - 2019**

	Years	Degrees/Credits Earned <u>PRIOR</u> Transferring or Joining DPS						
		BA	BA/30	BA/60	MA	MA/30	MA/60	Doctorate
Years of Teaching Experience PRIOR to Transferring or Joining DPS (Equivalent Step on Table)	0 (Step 1)	42,789.67	43,093.60	43,394.47	46,814.06	46,814.06	47,658.65	50,562.02
	1 (Step 2)	43,099.71	43,489.17	43,883.20	47,211.15	47,211.15	49,883.90	52,918.61
	2 (Step 3)	43,215.79	43,759.49	45,569.32	47,481.48	48,706.37	51,854.09	55,027.79
	3 (Step 4)	43,428.08	43,988.58	47,217.27	47,710.58	50,505.51	53,792.22	57,092.67
	4 (Step 5)	43,808.37	45,754.13	49,163.03	49,476.12	52,570.40	55,999.15	59,446.22
	5 (Step 6)	44,063.43	47,635.74	51,192.78	51,357.73	54,731.50	58,300.76	61,912.78
	6 (Step 7)	45,861.04	49,596.77	53,280.58	53,317.24	57,017.84	60,706.23	64,510.69
	7 (Step 8)	47,733.49	51,594.45	55,475.28	55,475.28	59,375.96	63,236.94	67,217.04
	8 (Step 9)	49,670.08	53,749.45	57,781.48	57,781.48	61,842.52	65,940.23	70,044.04
	9 (Step 10)	51,719.70	55,968.60	60,209.86	60,209.86	64,455.71	68,684.75	72,997.81
	10 (Step 11)	53,841.09	58,253.41	62,694.75	62,694.75	67,102.50	71,572.85	76,087.50

Note: Up to 10 years of relevant full-time work experience within the past 15 years counts as a step on the salary schedule. Therefore, step 11 is the highest starting point for teachers in their first year at DPS.

*Annual salary is based on a 1496 hour (187 day) schedule. Annual salary will be adjusted based on the hourly rate and work year and prorated based on FTE.



(<https://careers.dpsk12.org>).

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Teacher Compensation: Your First Year

Denver Public Schools' vision is to ensure that Every Child Succeeds. It's a vision that can not happen without you or your success. That is why we built our compensation system to help you achieve that success both professionally and personally.

Comprised of our Teacher Leadership & Collaboration model (TLC), Highest-priority Incentive program, and performance-based compensation system ProComp, the teacher compensation system supports teachers by recognizing your efforts through incentives that increase your base salary and ways to earn additional compensation through further incentive opportunities. Read on and then check our compensation calculator to discover what your first year of compensation at DPS could potentially be. For a printable version of this information, click here (http://careers.dpsk12.org/wp-content/uploads/2018/06/DPS_ProComp_SalaryGuide_2018.pdf).



How Your Compensation is Determined

Your pay at DPS is made up of three major components: your base salary, variable incentives for participating in a variety of opportunities, and incentives that lead to salary increases earned through educational achievements and performance evaluations. As a result, teachers at DPS on average earn one of the highest salaries in the Denver metro area.

1. Setting Your Initial Salary

You have a wealth of experience and education to bring to DPS students, and we recognize that with great starting pay for new teachers. We take into consideration your experience obtained in the last 15 years and your current degrees and credits earned at a qualified four-year university when determining your starting base salary. Check out the Salary Setting Chart below to see what your base salary will likely be when you start DPS.



Education



Experience



Base Salary

Base Salary
+ Incentive Pay

Total Compensation

DPS Salary Setting Chart for 2018-2019* (used for determining initial base salary only)

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Compensation Resources

Home: Compensation and Benefits » (http://careers.dpsk12.org/?page_id=1088&preview=true)

Compensating Great Teachers » (http://careers.dpsk12.org/?page_id=1111&preview=true)

Serving Students Where You Are Needed Most » (<http://careers.dpsk12.org/teachercomp/serving-how-and-where-you-are-needed-most/>)

ProComp: Evolution » (<http://careers.dpsk12.org/teachercomp/procomp-evolution/>)

ProComp: Policy and Management » (http://careers.dpsk12.org/?page_id=857&preview=true)

2. Earn Bonuses Through Incentives: Being Recognized for Your Achievements

In addition to a competitive starting salary, we offer you the opportunity to earn additional compensation by participating in school- and position-based incentive opportunities.

Because we are committed to serving the whole child, closing the education gap and giving you an opportunity for growth, many of our incentives are focused on bringing the best teachers and student support professionals (SSPs) to those students who face the most challenges to success. As a result, our Market-based and Student-growth incentives are tied to what school you teach at and the type of assignment that you take.



Market-based Incentives

– Hard-to-Staff Role Incentive

At DPS, we offer teachers like you, a monthly incentive for working in a Hard-to-staff Assignment based on local and national data. Positions include everything from English language acquisition Spanish teachers to school psychologists.

2018-2019 amount: \$228 per month for working in a Hard-to-staff role (\$2,738 for the year).

+ Hard-to-Serve School Incentive

+ Highest-Priority Incentives (Not a ProComp program)



Student Growth Incentives

+ Top-performing / High Growth Incentive



Leadership

+ Teacher Leadership & Collaboration

3. Increasing Your Base Salary: Learning and Accomplishment

Growth is an important part of our careers. At Denver Public Schools, we recognize and encourage teachers accomplishments. Teachers have told us that education in their focus areas helps them to ensure every child succeeds at DPS. We offer salary advancement for teachers who strive to learn and find new ways to create a foundation of success for their students. Below are ways teachers can increase their base-salary through education and student growth.



Knowledge and Skills

- + Attainment of an Advanced Degree, License or Certificate
- + Professional Development Units (PDUs)



Evaluation

- + Professional Evaluation

Additional Compensation



Knowledge and Skills

+ Tuition and Student Loan Reimbursement

Incentives and Rewards Chart

At DPS, we have crafted our compensation program around the vision of ensuring Every Child Succeeds. In doing so, through ProComp, we focus on four areas to center our incentives. In addition, as part of TLC, it has added a fifth area focused on leadership. For a comprehensive view of our compensation system and how it relates to your salary path, please see the chart below.

Areas of Focus	Incentive	You earn...	Annual Amount
 Student Growth	Top-Performing-High-Growth	A one-time, yearly incentive to recognize schools for school performance and student growth	Amount varies annually
 Market Incentives	Hard-to-Staff Assignment	An incentive paid out monthly for working in positions of need deemed Hard-to-Staff by DPS.	\$2,738
	Hard-to-Serve School	A monthly incentive for working at a school designated as Hard-to-Serve based on the percentage of students receiving free or reduced-price lunch.	\$2,738
	ProComp Title I	A monthly incentive for working at a school designated as ProComp Title I (excludes Hard to Serve schools) based on the percentage of students receiving free or reduced-price lunch.	\$1,500
	Highest-Priority Incentives (Not a ProComp program)	The Highest-Priority Monthly Incentive for teachers and SSPs who work within one of our Highest-Priority schools	Up to \$3,000 per year
The Highest-Priority Retention Incentive. The one-time, yearly incentive is given to teachers and SSPs who return to a Highest-Priority school.		Up to \$1,000 per year	
 Knowledge and Skills	Professional Development Units (PDUs)	A <u>salary increase</u> for completion of approved PDUs if 14 years or less of credited service. A bonus ONLY IF 15 years of service or more.	\$855
	Tuition and Student Loan Reimbursement	A reimbursement for outstanding student loans or satisfactory completion of approved coursework at an approved institution.	Up to \$1,000 per year \$4,000 max lifetime
	Advanced Degrees, Licenses and Certificates	A <u>salary increase</u> for earning a new advanced degree, license or certificate.	\$3,851
 Professional Evaluation	Professional Evaluation (PE)	A <u>salary increase</u> for receiving a satisfactory evaluation if you have 14 or fewer years of credited service.	\$855
		A <u>salary increase</u> for receiving a satisfactory evaluation if you have more than 14 years of credited service.	\$427
 Teacher Leadership	Teacher Leadership and Collaboration (TLC) (Not a ProComp program)	A yearly stipend for serving in a formal teacher leadership role. Find out more about eligibility teacherleader.dpsk12.org. Roles below:	
		Senior Team Lead	\$5,000
		Team Lead	\$3,000
		Team specialist or Regional Team Specialist	\$1,500
		New Teacher Ambassador	\$800

2018-19 Salary Calculator

What could my initial salary be at DPS?

Disclaimer: This salary calculator is intended as an **estimate and guideline only** and cannot be a guarantee for your final starting salary. This calculator assumes you are working full-time (1.0 FTE) in a full-year assignment. Salary will be pro-rated for positions less than a 1.0 FTE or which become effective after the start of the school year. If you secure a position with Denver Public Schools, your final salary will be determined through our salary setting process.

Years of Relevant Teaching Experience (within the last ten years) ?

(select) ▾

Highest Degree Earned ?

(select) ▾

Credits Since Earning That Degree ?

(select) ▾

Choose the School Where You'd Like to Teach ?

Select if you will teach in any of the following positions: ?

- ELA-S Teacher
- Secondary Math Teacher
- Special Education Center Program Assignment
- Secondary Mild/Moderate Special Education Teacher

- Select if position is listed HERE (<http://denverprocomp.dpsk12.org/H2Staff2011-12>) (Hard to Staff Assignment incentive includes some SSP positions such as Nurse and Psychologist)

If you have been selected into a teacher leadership role in addition to your teaching role, select the role: ?

- Senior Team Lead
- Team Lead
- Team Specialist
- Regional Team Specialist
- New Teacher Ambassador

Submit

Base Salary:

ProComp Title I School Incentive:

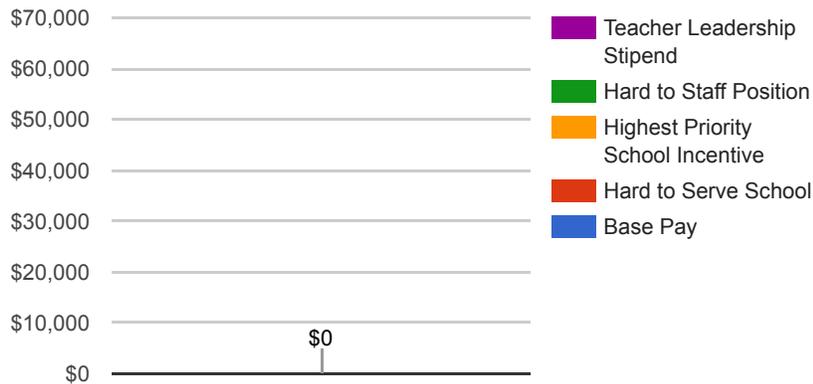
Hard to Serve School Incentive:

Highest-Priority Incentive:

Hard to Staff Assignment Incentive:

Teacher Leadership Stipend:

Your Estimated Salary Plus Incentives:



(<https://www.dpsk12.org>)

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Denver Public Schools							
Traditional 2018 - 2019 Salary Schedule - Annual							
	010	020	030	060	040	050	070
Step	BA	BA+30	BA+60	MA	MA+30	MA+60	Doctorate
1	\$42,790.09	\$43,093.78	\$43,394.47	\$43,394.47	\$44,772.29	\$47,659.57	\$50,563.30
2	\$43,099.76	\$43,491.71	\$43,882.17	\$43,882.17	\$46,866.69	\$49,882.62	\$52,919.50
3	\$43,217.94	\$43,758.00	\$45,569.66	\$45,569.66	\$48,708.26	\$51,854.35	\$55,028.86
4	\$43,428.88	\$43,989.88	\$47,218.25	\$47,218.25	\$50,507.95	\$53,793.17	\$57,093.34
5	\$43,808.86	\$45,755.16	\$49,163.05	\$49,163.05	\$52,569.44	\$56,001.26	\$59,445.06
6	\$44,066.18	\$47,637.13	\$51,193.12	\$51,193.12	\$54,734.15	\$58,302.11	\$61,913.46
7	\$45,861.38	\$49,595.39	\$53,281.54	\$53,281.54	\$57,018.54	\$60,706.18	\$64,512.01
8	\$47,734.37	\$51,595.54	\$55,476.17	\$55,476.17	\$59,377.74	\$63,235.92	\$67,218.27
9	\$49,670.19	\$53,749.78	\$57,780.01	\$57,780.01	\$61,843.14	\$65,942.18	\$70,045.71
10	\$51,719.71	\$55,969.85	\$60,211.01	\$60,211.01	\$64,456.66	\$68,685.85	\$72,998.82
11	\$53,841.04	\$58,254.24	\$62,695.86	\$62,695.86	\$67,103.08	\$71,573.13	\$76,088.06
12	\$56,077.56	\$60,680.75	\$65,330.32	\$65,330.32	\$69,987.37	\$74,598.04	\$79,299.97
13	\$58,869.10	\$63,714.64	\$68,721.75	\$68,721.75	\$73,401.24	\$78,269.22	\$83,167.13