

# DCTA Salary Information

## [Teacher Initial Salary Placement Guidelines \(DCTA\) - New Hires and Rehires](#)

STEP	BA	BA+30	BA+60	MA	MA+30	MA+60	PhD
1	\$37,551	\$37,827	\$38,101	\$41,207	\$41,207	\$41,973	\$44,610
2	\$37,833	\$38,188	\$38,543	\$41,568	\$41,568	\$43,993	\$46,749
3	\$37,938	\$38,431	\$40,076	\$41,811	\$42,924	\$45,783	\$48,664
4	\$38,131	\$38,639	\$41,573	\$42,019	\$44,558	\$47,543	\$50,541
5	\$38,477	\$40,244	\$43,340	\$43,624	\$46,434	\$49,547	\$52,676
6	\$38,709	\$41,953	\$45,182	\$45,333	\$48,396	\$51,637	\$54,917
7	\$40,341	\$43,733	\$47,078	\$47,113	\$50,471	\$53,822	\$57,276
8	\$42,040	\$45,548	\$49,072	\$49,072	\$52,614	\$56,119	\$59,733
9	\$43,799	\$47,503	\$51,164	\$51,164	\$54,854	\$58,575	\$62,301
10	\$45,660	\$49,521	\$53,370	\$53,370	\$57,226	\$61,067	\$64,983
11	\$47,588	\$51,593	\$55,628	\$55,628	\$59,630	\$63,689	\$67,788
12	\$49,618	\$53,798	\$58,020	\$58,020	\$62,250	\$66,436	\$70,706
13	\$52,154	\$56,552	\$61,100	\$61,100	\$65,349	\$69,770	\$74,218

## [Salary Increase Information - Current DPS teachers enrolled in ProComp](#)

### **Welcome to ProComp**

#### **Salary building incentives as bonuses**

Over 80% of all DPS teachers now participate in ProComp. ProComp provides schoolwide and individual teacher incentives in areas such as school performance and growth, student growth, earning advanced degrees/professional-development units, tuition reimbursement, and serving in hard-to-staff schools. Several of these incentives are base-building in terms of salary. As you know, with the severe state budget cuts this year, no one in the district is receiving base-building salary increases, whether principals, district

leaders, teachers, or classified staff. Because the ability to use ProComp to pay base-building incentives is tied to revenue increases in our general fund and for reasons of equity between ProComp and non-ProComp teachers, the ProComp incentives this year will all be fully paid, but will not be base-building. Once the economy and funding climate improves, we anticipate resuming the base-building incentives.

#### **Extended deadline for Advanced Degrees & Licenses**

The June 21, 2011 [MoU](#) extended the deadline to earn payment for your Advance Degree to 9/1/11. The deadline to submit documentation was extended to 10/6/11. Increases are effective with September, 2011 payroll. Teachers have until 12/10/11 to submit National Board certification. Advanced Degree increases for National Boards are effective 12/1/11.

Use this site to find out about:

- The [ProComp program](#). See our [videos](#) for an overview.
- [Eligibility](#) for ProComp Incentives
- ProComp [Policy](#)

If you cannot find the information you're looking for online, email us at [ProComp@dpsk12.org](mailto:ProComp@dpsk12.org).

**ProComp is Denver Public Schools nationally known teacher incentive pay program**