

Per a ProComp Specialist, the Salary Setting Table below is for initial placement only. After a teacher completes his/her first year in the district, his/her base salary is determined by a number of factors, and there is no published salary scale. In addition to base salary, all teachers - even those in their first year - are eligible for a variety of bonuses as noted in the Elements Chart on page 2 here.

Denver Public Schools							
ProComp Salary Setting 2013 - 2014 Salary Schedule							
	010	020	030	050	060	040	070
Step	BA	BA+30	BA+60	MA	MA+30	MA+60	Doctrate
1	\$38,117	\$38,397	\$38,675	\$41,828	\$41,828	\$42,605	\$45,282
2	\$38,403	\$38,763	\$39,124	\$42,194	\$42,194	\$44,656	\$47,453
3	\$38,509	\$39,010	\$40,680	\$42,441	\$43,570	\$46,472	\$49,397
4	\$38,705	\$39,221	\$42,199	\$42,652	\$45,229	\$48,259	\$51,302
5	\$39,057	\$40,850	\$43,993	\$44,281	\$47,133	\$50,293	\$53,469
6	\$39,292	\$42,585	\$45,862	\$46,016	\$49,125	\$52,415	\$55,744
7	\$40,949	\$44,392	\$47,787	\$47,823	\$51,231	\$54,632	\$58,138
8	\$42,673	\$46,234	\$49,811	\$49,811	\$53,406	\$56,964	\$60,632
9	\$44,459	\$48,218	\$51,934	\$51,934	\$55,680	\$59,457	\$63,239
10	\$46,348	\$50,267	\$54,174	\$54,174	\$58,088	\$61,987	\$65,961
11	\$48,305	\$52,370	\$56,466	\$56,466	\$60,528	\$64,648	\$68,809
12	\$50,365	\$54,608	\$58,894	\$58,894	\$63,187	\$67,436	\$71,771
13	\$52,939	\$57,404	\$62,020	\$62,020	\$66,333	\$70,820	\$75,335

# ProComp in Action

## Maximizing Your ProComp Participation

Using 2013-14 incentive amounts, here is an example showing how a teacher could use ProComp to serve our students and enhance his pay. Additionally, see how DPS teacher compensation, with ProComp incentives, compares to salaries in surrounding districts.

### Doug Sample

*Ninth Grade Math Teacher  
(Hard to Staff Assignment at  
High Growth and Top Performing School)*

Education prior to DPS: Bachelor's Degree  
Experience prior to DPS: None  
Starting DPS Pay: \$38,118  
Length of DPS service: Two years

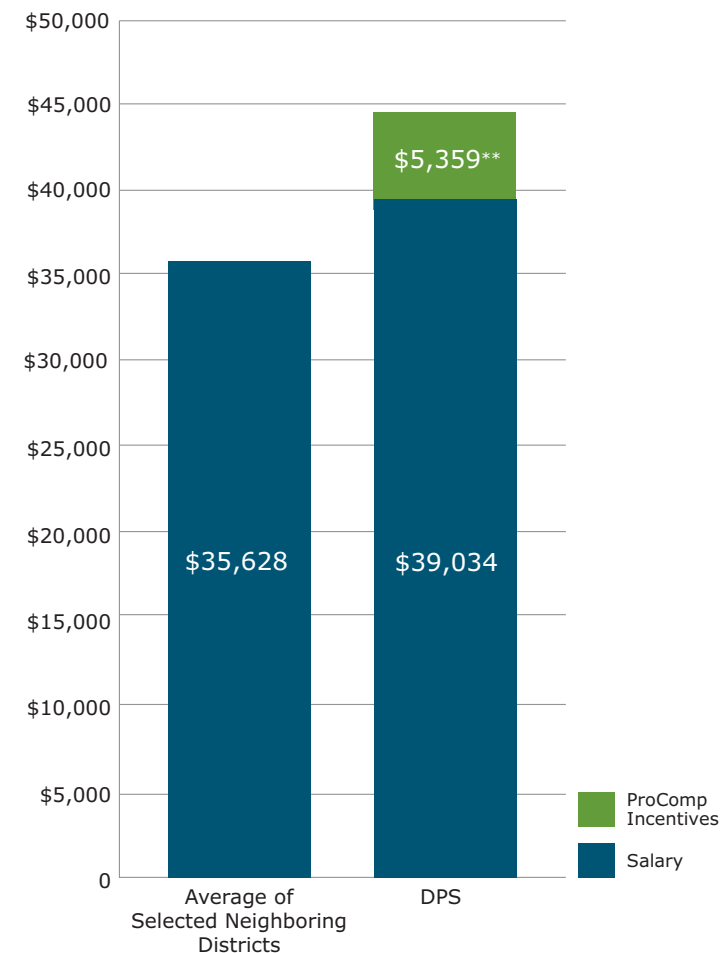


ProComp Component		Earnings
<b>Beginning of Third Year Base Pay</b>		<b>\$40,397.00</b>
Student Growth	Top Performing School	\$2,439.55
	High Growth School	\$2,439.55
	Exceeds Expectations	\$2,439.55
	SGOs	\$381.18
Market Incentives	Hard to Staff Assignment	\$2,439.55
	High Needs School	
Knowledge and Skills	PDU	\$762.36
	Tuition and student loan reimbursement	
	Advanced degree, license or certificate	
Comprehensive Professional Evaluation	Satisfactory evaluation for the previous year	\$381.18
Total ProComp Incentives		<b>\$11,282.92</b>
<b>End of Third Year Total Annual Compensation (Base Pay + Incentives)</b>		<b>\$51,679.92</b>

#### In summary...

Over his first two years at DPS, Doug increased his base pay by \$2,287.08 by completing one PDU each year and having satisfactory evaluations. Each year he also collected a bonus of \$2,439.55 (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 the district, he'll collect those incentives, plus a bonus of \$2,439.55 for exceeding expectations on the state assessment. He'll also raise his base pay by \$1,524.72 by meeting two SGOs, completing a PDU and having a satisfactory evaluation.

### Average Second Year Teacher Salary\* Comparison with ProComp Incentives



#### Note:

\*Salaries represent bachelor's degree level teachers.  
\*\*ProComp Incentives (\$5,359) reflect those incentives earned in years one and two that are paid out in year two.

*"I think it's wonderful how DPS supports and invests in the growth of these schools with high populations of children on free and reduced lunches. It's so rewarding to help these kids grow and these schools improve. I appreciate the added recognition DPS offers me, as a teacher, for doing this work that I love. It makes me proud to be a part of this school district!"*

*~ Ana Calvo-Blesa, ECE teacher at College View.  
Previously taught fourth grade at Bryant Webster K-8 for three years.  
Earned several ProComp incentives last year including High Needs School.*

## Opportunities for Increasing Your Pay

With ProComp, teachers and student services professionals (SSPs) can earn annual incentives in many different ways:

Area of focus	Incentive	You earn...	Amount*
<b>Student Growth: Helping Your Students and Your School</b>	Top Performing Schools	A bonus for working in a Top Performing school, based on overall points earned on the DPS School Performance Framework (SPF).	\$2,439.55
	High Growth Schools	A bonus for working in a High Growth School, based on the DPS SPF.	\$2,439.55
	Exceeds Expectations	A bonus if at least 50% of your students (grades 4-10) are in the 55th percentile or higher for statewide student growth in Math and Language Arts on the Colorado state assessment.	\$2,439.55
	Student Growth Objectives (SGOs)	A salary increase if you meet two approved SGOs. A bonus if you meet one of the approved SGOs.	\$381.18
<b>Market Incentives: Teach Where You're Needed Most</b>	Hard to Staff Assignment	A bonus for working in a Hard to Staff assignment based on local and national data.	\$2,439.55 per assignment
	High Needs School	A bonus for working in a High Needs school.	\$2,439.55
<b>Knowledge and Skills: Develop in Your Profession</b>	Professional Development Units (PDUs)	A salary increase for completion of approved PDUs, if you have 14 or fewer years of credited service. A bonus for completion if you have 15 or more years of credited service.	\$762.36
	Tuition and Student Loan Reimbursement	Reimbursement for satisfactory completion of approved coursework or outstanding student loan.	Up to \$1,000 per year/ \$4,000 per lifetime
	Advanced Degrees, Licenses and Certificates	A salary increase for earning a new advanced degree, license or certificate.	\$3,430.62 increase, payable once every three years
<b>Comprehensive Professional Evaluation: Aim for Effectiveness</b>	Comprehensive Professional Evaluation (CPE)	A salary increase if you have 14 or fewer years of credited service and receive a satisfactory evaluation.	Probationary Teachers \$381.18
			Non-Probationary Teachers** \$1,144.00 payable once every 3 years

\*Incentives are determined based on a percentage of an index, currently set at \$38,118.

\*\*Certain non-probationary teachers evaluated annually may receive a \$381.18 salary increase for a satisfactory evaluation each year.

*"The premise behind ProComp is simple – work hard and you'll be rewarded. DPS gives back what you put into it. I recently compared my current salary with what I'd be making with other districts and, right now, I'm about seven years ahead in terms of salary."*

*~ Anthony Pachelli, eighth grade math teacher at Farrell B. Howell.  
With DPS five years.  
Earned several ProComp incentives last year, including Top Performing School.*

