

Denver Public Schools							
Traditional 2017 - 2018 Salary Schedule - Annual							
	010	020	030	060	040	050	070
Step	BA	BA+30	BA+60	MA	MA+30	MA+60	Doctrate
1	\$41,689.08	\$41,985.20	\$42,278.33	\$42,278.33	\$43,620.51	\$46,432.83	\$49,261.52
2	\$41,991.15	\$42,372.08	\$42,753.00	\$42,753.00	\$45,660.56	\$48,599.36	\$51,557.50
3	\$42,105.72	\$42,632.48	\$44,397.24	\$44,397.24	\$47,455.08	\$50,520.36	\$53,612.43
4	\$42,311.07	\$42,857.16	\$46,002.80	\$46,002.80	\$49,207.95	\$52,408.64	\$55,624.20
5	\$42,681.58	\$44,577.29	\$47,898.51	\$47,898.51	\$51,216.75	\$54,560.28	\$57,915.72
6	\$42,931.56	\$46,410.51	\$49,876.06	\$49,876.06	\$53,325.24	\$56,801.21	\$60,320.33
7	\$44,681.45	\$48,319.61	\$51,910.16	\$51,910.16	\$55,551.29	\$59,144.81	\$62,851.42
8	\$46,505.74	\$50,267.40	\$54,048.41	\$54,048.41	\$57,850.25	\$61,608.94	\$65,488.16
9	\$48,392.52	\$52,366.97	\$56,293.80	\$56,293.80	\$60,251.88	\$64,245.68	\$68,243.93
10	\$50,389.42	\$54,529.04	\$58,661.21	\$58,661.21	\$62,797.85	\$66,918.12	\$71,120.24
11	\$52,456.25	\$56,755.08	\$61,082.19	\$61,082.19	\$65,376.56	\$69,731.93	\$74,130.46
12	\$54,634.68	\$59,119.52	\$63,648.99	\$63,648.99	\$68,187.39	\$72,678.17	\$77,259.72
13	\$57,354.75	\$62,074.68	\$66,953.84	\$66,953.84	\$71,513.07	\$76,255.32	\$81,027.34

Denver Public Schools							
ProComp Salary Setting 2017 - 2018 Salary Schedule							
	010	020	030	060	040	050	070
Step	BA	BA+30	BA+60	MA	MA+30	MA+60	Doctrate
1	\$41,689.08	\$41,985.20	\$42,278.33	\$45,609.96	\$45,609.96	\$46,432.83	\$49,261.52
2	\$41,991.15	\$42,370.59	\$42,754.49	\$45,996.84	\$45,996.84	\$48,600.84	\$51,557.50
3	\$42,104.24	\$42,633.96	\$44,397.24	\$46,260.22	\$47,453.60	\$50,520.36	\$53,612.43
4	\$42,311.07	\$42,857.16	\$46,002.80	\$46,483.42	\$49,206.46	\$52,408.64	\$55,624.20
5	\$42,681.58	\$44,577.29	\$47,898.51	\$48,203.55	\$51,218.24	\$54,558.80	\$57,917.21
6	\$42,930.08	\$46,410.51	\$49,876.06	\$50,036.76	\$53,323.76	\$56,801.21	\$60,320.33
7	\$44,681.45	\$48,321.10	\$51,910.16	\$51,945.87	\$55,551.29	\$59,144.81	\$62,851.42
8	\$46,505.74	\$50,267.40	\$54,048.41	\$54,048.41	\$57,848.76	\$61,610.43	\$65,488.16
9	\$48,392.52	\$52,366.97	\$56,295.29	\$56,295.29	\$60,251.88	\$64,244.19	\$68,242.44
10	\$50,389.42	\$54,529.04	\$58,661.21	\$58,661.21	\$62,797.85	\$66,918.12	\$71,120.24
11	\$52,456.25	\$56,755.08	\$61,082.19	\$61,082.19	\$65,376.56	\$69,731.93	\$74,130.46



Discover a World of Opportunity™

# **DPS Salary Guide:** **Teachers and Specialized** **Service Providers** **for the 2017-18 School Year**

**Denver Public Schools' compensation system empowers great teachers by combining a competitive base pay with the ability to earn incentives, bonuses and stipends that challenge you to serve the students who need you most; recognize your ability to drive student outcomes; and allow you the opportunity to embrace a leadership role without leaving the classroom behind.**

# Total Compensation

## What makes our compensation system special?

Denver Public Schools' (DPS) teacher compensation system is unique in its development and focus to support, incentivize and recognize teacher excellence through our integrated compensation programs. These programs incorporate stipends for taking on leadership roles as part of our Teacher Leadership and Collaboration (TLC) model; incentives for working in some of our most impacted schools; and incentives and salary increases under our performance-based compensation system, called ProComp (short for Professional Compensation).

Jointly created by DPS and the Denver Classroom Teachers Association (DCTA), ProComp's funding was approved by Denver voters in 2005. Since then, it has been a national standard for recognizing and supporting the achievements of great educators like you.

ProComp, along with other components of the compensation system, link what we see as central ingredients to improving student achievement:

- Best practices in teaching and learning
- Tools and data for measuring student growth
- Knowledgeable and motivated professional staff
- Evaluation of teaching practices

## Does ProComp apply to me?

All teachers and Specialized Service Providers (SSPs) hired on or after January 1, 2006 are automatically enrolled in ProComp.

## What would my initial DPS salary be?

### Your Initial DPS Salary

When you start at DPS, your base pay is determined by the amount of relevant work experience you have and your education level. You then can earn incentives on top of your base pay, which determines your total compensation.



### Determining Your Base Pay

Base pay is determined using a formula that considers years of relevant work experience and education level as explained below.

#### Years of Relevant Full-time Experience

Up to 10 years of relevant full-time work experience within the past 15 years counts as a step on the salary schedule, below.

*For example, if you are applying to be a teacher and you have no experience, you will start at step one. If you have been a full-time K-12 teacher for eight of the past 15 years, then you will get credit for each of those eight years and start at step nine.*

- Experience with multiple employers will be combined as one year of service as long as 119 days are worked within a school year and the teacher is contracted at .5 FTE (20 hours or more) per week.
- Up to 10 years experience within the past 15 years is used to determine your initial step. Therefore, step 11 is the highest starting point for teachers in their first year at DPS.
- Experience completed only after the conferral of a bachelor's degree is considered.
- For teachers, only teaching experience at public, private and charter schools and at an accredited higher education institutions will be considered.

## What would my initial salary be at DPS? (continued)

### Education Level

Your initial base salary is also determined by your level of education — i.e., whether you have a bachelor’s degree, master’s degree or a doctorate. If you have completed semester hours after earning your most recent degree, those semester hours can increase your initial base salary. For example, the “BA+30” on the salary schedule means that you have earned a bachelor’s degree as well as 30 semester hours toward a master’s degree. (Note: One quarter hour is equated to 2/3 of a semester hour.)

- Professional Development (PD) credits earned at another school district will not count as education credits toward your initial base salary.
- Only credits earned at accredited universities and colleges will be considered.
- Junior college or community college credit hours do not apply toward your initial base salary placement.
- If two bachelor’s degrees were earned at the same time, curriculum plans will need to be reviewed in order to count additional credit hours earned.
- If two bachelor’s degrees were earned at different times, additional credit hours will be counted as an addition to the first degree awarded.
- If two master’s degrees have been earned, regardless of when, the individual will be awarded the Advanced Degree ProComp incentive for the second master’s degree (see [page 5](#) for additional information on this incentive).
- DPS does not award credit for doctorates of theology.
- The following are automatically placed at “MA+30”: social workers with a master’s in social work, psychologists with a master’s in psychology or the equivalent specialist in psychology degree, speech language pathologists with an approved master’s degree, occupational therapists or physical therapists with an approved master’s degree.

### ProComp Salary Setting 2016–2017 Salary Schedule\* (used for determining initial base salary only)

Step	010 BA	020 BA+30	030 BA+60	060 MA**	040 MA+30	050 MA+60	070 Doctorate
1	\$40,289.08	\$40,585.20	\$40,878.33	\$44,209.96	\$44,209.96	\$45,032.83	\$47,861.52
2	\$40,591.15	\$40,970.59	\$41,354.49	\$44,596.84	\$44,596.84	\$47,200.84	\$50,157.50
3	\$40,704.24	\$41,233.96	\$42,997.24	\$44,860.22	\$46,053.60	\$49,120.36	\$52,212.43
4	\$40,911.07	\$41,457.16	\$44,602.80	\$45,083.42	\$47,806.46	\$51,008.64	\$54,224.20
5	\$41,281.58	\$43,177.29	\$46,498.51	\$46,803.55	\$49,818.24	\$53,158.80	\$56,517.21
6	\$41,530.08	\$45,010.51	\$48,476.06	\$48,636.76	\$51,923.76	\$55,401.21	\$58,920.33
7	\$43,281.45	\$46,921.10	\$50,510.16	\$50,545.87	\$54,151.29	\$57,744.81	\$61,451.42
8	\$45,105.74	\$48,867.40	\$52,648.41	\$52,648.41	\$56,448.76	\$60,210.43	\$64,088.16
9	\$46,992.52	\$50,966.97	\$54,895.29	\$54,895.29	\$58,851.88	\$62,844.19	\$66,842.44
10	\$48,989.42	\$53,129.04	\$57,261.21	\$57,261.21	\$61,397.85	\$65,518.12	\$69,720.24
11	\$51,056.25	\$55,355.08	\$59,682.19	\$59,682.19	\$63,976.56	\$68,331.93	\$72,730.46
12	\$53,234.68	\$57,719.52	\$62,248.99	\$62,248.99	\$66,787.39	\$71,278.17	\$75,858.24
13	\$55,954.75	\$60,674.68	\$65,553.84	\$65,553.84	\$70,113.07	\$74,856.81	\$79,627.34

*Note: Up to 10 years experience within the past 15 years is used to determine your initial step. Therefore, step 11 is the highest starting point for teachers in their first year at DPS.*

\*Annual salary is based on a 1488 hour (186 day) schedule. If you work less than a 1.0 FTE and/or you are a late appointment, your salary will be adjusted accordingly.

\*\*Steps 1-7 in the MA lane (060) represent a value of BA+30 (020) plus the amount ProComp pays for advanced degrees during the 2016-17 school year (\$3,626.02)

**What would my initial salary be at DPS?**  
*(continued)*

## Incentive Pay

At the beginning of your first year, you may be eligible for some forms of incentive and bonus pay. Incentive compensation can be based on your position (Hard-to-Staff Assignments) or school (Hard-to-Serve Schools) and earned starting on your first day of work.

Additional incentives are based on your performance, the performance of your school and your professional growth. These incentives can be earned throughout your first year and in subsequent years. You can earn incentives for every year in which you serve in the following schools and/or positions:

### Hard-to-Staff Assignment

A monthly bonus for working in a Hard-to-staff Assignment based on local and national data.

- Hard-to-Staff Assignments are reviewed annually and are subject to change from year to year.
- The Hard-to-Staff Assignment incentive is proportional to the employee's full-time equivalency (FTE). For example, if an individual is working as a half-time secondary math teacher, he or she will receive half of the incentive.

#### 2017-2018 Amount

\$214.87 per month of working in a Hard-to-staff Assignment (\$2,578 for the year)

### Hard-to-staff Assignments for 2017-2018:

- ELA-S Teachers\*
- ChildFind Pre-School Teams-Bilingual Qualified
- Special Education Assessment Team (SEAS)-Bilingual Qualified
- Secondary Math Teachers (Includes Intensive Pathway Schools)\*\*
- Audiologists
- Occupational Therapists
- Physical Therapists
- Nurses
- Psychologists
- Speech Language Pathologists
- Special Education Center Program Assignments
- Secondary Mild/Moderate Special Education Teachers\*\*\*
- Hearing Disabilities Itinerant
- Vision Disabilities Itinerant
- Itinerant Office of Special Ed

\* ELA-S requires passing all parts of the Spanish Language Proficiency exam and assignment to an ELA-S designated classroom

\*\* Includes teachers in grades 6-8 at K-8 schools as well as teachers in middle schools, high schools, and 6-12 schools.

\*\*\* Please see the [teacher compensation website](#) for additional requirements.

### Teacher Leadership Roles *(note: this is not a ProComp incentive)*

A yearly stipend provided to teachers who serve in formal teacher leadership roles. Roles include the following: Senior Team Lead, Team Lead, Team Specialist, Regional Team Specialist and New Teacher Ambassador. More information is available at [teacherleader.dpsk12.org](#).

#### 2017-2018 Amount

Yearly stipend: Senior Team Lead (\$5,000); Team Lead (\$3,000); Team Specialist (\$1,500); Regional Team Specialist (\$1,500); New Teacher Ambassador (\$800)

### Highest-priority School *(note: this is not a ProComp incentive)*

A monthly bonus for working in one of our Highest-priority Schools. The list of schools and additional details about the incentive are available at [careers.dpsk12.org/teachercomp/](#).

#### 2017-2018 Amount

Up to \$2,000 for new-to-DPS employees.

### Hard-to-serve School

A monthly bonus for working in a Hard-to-serve School.

- Hard-to-serve schools are reviewed annually and are subject to change from year to year.
- The Hard-to-serve school incentive is proportional to the employee's FTE level. For example, if an individual is working as a half-time teacher for a Hard-to-serve school, they will receive half of the incentive.

#### 2017-2018 Amount

\$214.87 per month of working in a Hard-to-serve school (\$2,578 for the year)

# What would my initial salary be at DPS? (continued)

## Hard-to-serve Schools for 2017–2018

### Elementary Schools

- Amesse
- Ashley
- Barnum
- Barrett
- Castro\*
- Cheltenham\*
- CMS Community School\*
- Colfax
- College View
- Cowell\*
- DCIS at Ford\*
- Eagleton
- Fairview
- Force
- Garden Place
- Gilliam Center
- Godsman
- Goldrick\*
- Greenlee
- Greenwood\*
- Harrington\*
- Johnson
- Knapp\*
- Kunsmiller Creative Arts Academy
- Math & Science Leadership Academy
- Maxwell
- McGlone\*
- Munroe\*
- Newlon
- Schenck
- Schmitt\*
- Smith
- Swansea\*
- Trevista at Horace Mann\*
- Valverde

### ECE- and K-8 Schools

- Cole Arts & Sciences Academy
- Howell
- Place Bridge Academy\*

### Middle Schools

- Bruce Randolph\*
- Contemporary Learning Academy
- DC21 at Wyman
- DCIS at Montbello\*
- Gilliam Center
- Henry World School\*
- Kepner\*
- Kepner Beacon Middle School
- Kunsmiller Creative Arts Academy
- Lake International School\*
- Martin Luther King, Jr. Middle College\*
- Noel Community Arts\*
- P.R.E.P. Academy
- Summit Academy
- Vista Academy
- West Early College\*
- West Leadership Academy\*

### High Schools

- Abraham Lincoln\*
- Abraham Lincoln Respect Academy
- Bruce Randolph\*
- CEC Middle College of Denver
- Collegiate Preparatory Academy\*
- Compassion Road Academy
- Contemporary Learning Academy
- DC21 at Wyman
- DCIS at Montbello\*
- Egos High School
- Excel Academy
- Florence Crittenton
- Gilliam Center
- High-Tech Early College\*
- John F. Kennedy
- Kunsmiller Creative Arts Academy
- Legacy Options High School
- Manual\*
- Martin Luther King, Jr. Early College\*
- Noel Community Arts\*
- North\*
- North High School Engagement Center
- P.R.E.P. Academy
- P.U.S.H. Academy
- Summit Academy
- Vista Academy
- West Career Academy
- West Early College\*
- West Leadership Academy\*

### DPS Federal Programs

- Denver Children's Home
- Family Crisis Center
- Mount Saint Vincent
- Savio House
- Synergy Adolescent Treatment Services
- Tennyson Center
- Third Way Center -- 5th Ave.

\* School is also eligible for the Highest-priority Incentives. Additional information on these incentives is located on the [DPS website](#).

Note: Schools new to DPS for the 2017-2018 school year will be evaluated for Hard-to-serve eligibility in the spring of 2018. If the school is designated as Hard-to-serve, then monthly incentive payments will begin in 2018, with a retroactive payment made for the first half of the school year.

## What additional financial incentives could I earn?

### Incentive Compensation That You Could Earn Each Year:

#### School-based Performance Incentive

Schools that are designated as Top Performing and High Growth on the School Performance Framework will be eligible for an annual incentive. This amount varies based on the budget and the number of eligible ProComp employees.

### Other Incentive Compensation:

#### Tuition and Student Loan Reimbursement

Reimbursement for satisfactory completion of approved coursework or outstanding student loan.

#### 2017-2018 Amount

Up to \$1,000 per year;  
\$4,000 lifetime maximum

## How would my salary increase at DPS?

### Your Base Salary Can Increase in the Following Ways:

#### Professional Development units (PDUs)

A salary increase is available for completion of approved PDUs, if you have 14 or fewer years of credited service. If you have 15 or more years of credited service, then you will receive a one-time bonus.

A PDU is action research learning designed to motivate teachers or student services providers to acquire skills on topics that directly relate to their classrooms or work environments in order to increase knowledge and instruction in their discipline. PDUs have three components — study, demonstration and reflection — which are completed in three to nine months during the school year.

#### 2017-2018 Amount

\$805.78 annual salary increase  
(paid upon submission of proper documents)

#### Attaining an Advanced Degree, License or Certificate

A salary increase for earning a new advanced degree, license or certificate.

#### 2017-2018 Amount

\$3,626.02 annual salary increase  
(paid in monthly installments upon submission of proper documents)

#### Performance on Professional Evaluation

A salary increase if you receive a satisfactory evaluation and complete two Student Learning Objectives (SLOs). Teachers are empowered and rewarded to set targeted learning objectives for their students.

#### 2017-2018 Amount

Less than or equal to 14 Years of Service (YOS): \$805.78 annual salary increase  
15 YOS or greater: \$402.89 annual salary increase

If you have questions or need more information, please visit  
[thecommons.dpsk12.org](http://thecommons.dpsk12.org) or  
[careers.dpsk12.org/teachercomp/](http://careers.dpsk12.org/teachercomp/).



**Updated April 2017**