



DPS Salary Guide:

Teacher and Specialized Service Providers (SSPs)

for the 2020-21 School Year

Denver Public Schools' compensation system empowers great teachers by combining a competitive base pay with the ability to earn incentives 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

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 strong base salary and annual performance-based salary increases: stipends for taking on leadership roles as part of our Teacher Leadership and Collaboration (TLC) model; and incentives for working where you are needed most or in jobs that are deemed hard to staff.

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. All teachers, regardless of whether or not they are members of DCTA, are covered by the terms of the DCTA agreement.

We continue to revise and improve our teacher total compensation program to ensure we attract and retain high quality teachers who will ensure the success of our vision that Every Child Succeeds.

Your DPS Salary

Your base pay is determined using a formula that considers the years 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.



Denver Public Schools Teacher and SSP Step and Grade Schedule 2020 - 2021 Annual Salaries Effective Jan 1, 2021							
Salary Setting							
	BA	BA+18	BA+36/MA	MA+18	MA+36	MA+54	Doctorate
Grade							
Step	1	2	3	4	5	6	7
1	46,364	48,398	50,929	53,691	56,453	59,215	61,976
2	47,438	50,081	52,613	55,440	58,202	60,963	63,995
3	49,011	51,766	54,297	57,190	59,951	62,713	66,014
4	50,583	53,449	55,981	58,938	61,700	64,462	68,033
5	52,155	55,132	57,664	60,688	63,450	66,211	70,053
6	53,727	56,817	59,348	62,437	65,198	67,960	72,072
7	55,300	58,500	61,032	64,186	66,948	69,710	74,091
8	56,872	60,183	62,715	65,935	68,697	71,459	76,110
9	58,444	61,868	64,399	67,684	70,445	73,207	78,129
10	60,017	63,551	66,083	69,433	72,195	74,957	80,148
11	61,588	65,235	67,766	71,182	73,944	76,706	82,166
12	63,161	66,918	69,450	72,932	75,694	78,455	84,185
13	64,733	68,602	71,134	74,681	77,442	80,204	86,204
14	66,305	70,286	72,817	76,429	79,191	81,953	88,223
15	67,878	71,969	74,501	78,179	80,941	83,702	90,242
16	69,450	73,653	76,185	79,928	82,689	85,451	92,261
17	71,022	75,337	77,868	81,677	84,439	87,201	94,280
18	72,594	77,020	79,552	83,426	86,188	88,950	96,299
19	74,167	78,705	81,236	85,176	87,938	90,699	98,318
20	75,739	80,388	82,920	86,924	89,686	92,448	100,835



★ New employees will be credited with a maximum of 10 years of experience.

**Initial Annual salary is based on a 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.*

Experience (Step)

What counts as a year of experience?

- One year of experience = 1 step on the salary schedule
- 119 Days are worked within a school year (if employed by a school) or within a calendar year (if employed in industry) and is contracted at .5 FTE (20 hours or more) per week.
- Experience with multiple employers will be combined as 1 year of service as long as above criteria is met.

Teachers: What experience is considered?

- Teaching experience completed only after the conferral of a BA degree is considered.
- Only teaching experience at regionally accredited public, private and charter schools, and at accredited higher education institutions is considered.
- Internships/Student Teaching/Residency and volunteer experience (such as Peace Corps) is not considered.
- ECE teaching experience is considered if the ages of students are between 3 and 5 years old.
- Principal, Assistant Principal and Dean experience is considered.
- Associate Teacher experience at DPS is considered if a LEAP evaluation score of “approaching” or higher was received.
- Long-Term Substitute experience is considered as long as 119 days are worked within a school year and the teacher is working at .5 FTE (20 hours or more) per week.
- Select DPS instructional and curriculum experience is considered for teachers who are returning to DCTA and/or are current DPS employees.

SSPs: What experience is considered?

- Teaching experience, any licensed SSP experience at a school, and in-field professional industry experience (specific to role) is considered.
- Experience completed only after the conferral of a BA degree is considered.
- School administrator experience is considered.
- Internships and volunteer experience is not considered. Exception: Internal DPS School Psychologist Intern experience is considered one year of experience starting in the 2017-18 school year.

Teachers & SSPs: How many years of experience will be considered?

- New to DCTA: Up to 10 years of relevant full-time work experience within the past 15 years is considered as a step on the salary schedule with the highest starting point at step 11.
- 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.
- Returning to DCTA (after a 6+ month break in service from DPS): Up to 10 years of relevant full-time work experience within the past 15 years is considered as a step on the salary schedule with the highest starting point at step 11.
- A 6 month break in service is defined as 180 calendar days from termination date to fully qualified start date.
- Returning to DCTA (less than a 6 month break in service from DPS): You will be set as if no break in service occurred. You will be set at your previous rate + your most recent year of experience and COLA increase, if applicable. Up to 19 years of relevant full-time work experience is considered as a step on the salary schedule, up to step 20.
- A 6 month break in service is defined as 180 calendar days from termination date to fully qualified start date.
- Returning to DCTA (current DPS employee): Up to 19 years of relevant full-time work experience is considered as a step on the salary schedule, up to step 20.

Education Level (Grade)

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 additional semester hours, any credits completed after your most recent and highest degree conferred will be accepted. (Note: One quarter hour is equated to 2/3 of a semester hour.)

- Only credits earned at regionally accredited universities and colleges is considered.
- If earned after your most recent and highest degree was conferred, junior college or community college credit hours from regionally accredited institutions is considered for salary placement.
- If a double major degree is earned, it is considered one degree and no additional credits are counted.
- If two conferred bachelor's or master's degrees are earned, at different times, the first degree is considered and curriculum plans will be reviewed for the second degree in order to count additional credit hours for salary placement.
- If two conferred bachelor's or master's degrees are earned, at the same time, curriculum plans will be reviewed in order to determine which credits belong to each degree, as credits will not be counted twice. The degree with fewer credits is considered for initial grade placement and the subsequent degree's credits is counted as additional credit hours for salary placement.
- SSPs positions that require a Master's degree will be placed as follows:
 - o For masters degree requiring less than 54 credits to be conferred, placement at grade 3.
 - o For masters degree requiring 54 credits or more to be conferred, placement at grade 4.
- Placement earned through credit past grade 3 requires a masters. Placement on to grade 7 requires a doctorate, J.D., Ed.S, or Certificate of Advanced Study or Advanced Graduate Study (School Psychologists only).
- [Approved National Boards and Advanced Licenses](#) count as +1 Grade.
- Returning to DCTA: Professional Development (PDU) credits earned at DPS will be counted towards your base salary. Credits earned at another school district will not count as education credits toward your base salary.
- Returning to DCTA: Longevity is equal to ten years of service in a teacher or SSP role or job covered by the DCTA bargaining unit within the last fifteen years. Teachers and SSPs are eligible for a one-time grade change through longevity.

Your Base Salary Can Increase in the Following Ways

Grade Change

A grade change (horizontal movement across the salary schedule) can be earned by achieving higher education (including through district provided Professional Development Units), earning longevity (working 10 years within the past 15 years in DCTA), or by earning an advanced license or by becoming a National Board Certified Teacher.

Step Increase

A step increase (vertical movement down the salary schedule) is earned at the beginning of each school year by receiving a rating of Approaching, Effective or Distinguished for the previous school year. This increase is administered automatically by the Compensation department at the beginning of each school year.

Incentive Pay

Incentive compensation can be based on your role or school and earned starting on your first day of work and continue to be earned as long as you remain in an incentive-eligible role or school. Incentives payouts are proportional based on full-time equivalent (FTE).

Hard-to-Staff Assignment

A semi-monthly payment for working in a Hard-to-Staff Assignment as determined by the ProComp Implementation Team.

- 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 your 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.

2020-2021 Amount

\$83 semi-monthly for working in a Hard-to- staff Assignment (**\$2,000** for the year)

Hard-to-Staff Assignments for 2020-2021:

- 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 Teachers
- Secondary Mild/Moderate Special Education Teachers***
- Hearing Disabilities Itinerant
- Vision Disabilities Itinerant
- Itinerant Office of Special Education

* ELA-S requires assignment to an ELA-S designated classroom

** Secondary Math teachers must be CDE qualified to teach secondary math (grades 7th to 12th) to be eligible. 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

A non-base-building incentive is 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.

Highest-Priority School

A one-time retention incentive for teachers returning to a highest priority school. The retention bonus is paid in October each year. The list of schools and additional details about the incentive are available [School Incentives List](#).

Title I School

A semi-monthly incentive for working in a Title I School.

- Title I schools are designated annually and are subject to change from year to year as school demographics change.
- The list of schools and additional details about the incentive are available [School Incentives List](#).

2020-2021 Amount

Annual amount: Senior Team Lead (**\$5,500**); Team Lead (**\$3,300**); Team Specialist (**\$1,650**); Regional Team Specialist (**\$1,650**); New Teacher Ambassador (**\$880**)

2020-2021 Amount

Retention bonus of \$3,000

2020-2021 Amount

\$83 semi-monthly for working in a ProComp Title I school (**\$2,000** for the year)

Other Bonuses

Distinguished Schools

We are excited about development of a new program to recognize teachers who work at distinguished schools with a \$750 lump sum bonus. Distinguished schools are selected annually based on an application process.

Tuition and Student Loan Reimbursement

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

2020-2021 Amount

Up to **\$1,000** per year; **\$6,000** lifetime maximum

Benefit Credits

Benefit credits are what DPS contributes to offset your cost of premiums for medical, dental and vision plans. The amount is proportional based on full-time equivalent (FTE). If you are new to DPS, you must enroll in DPS medical coverage to receive benefit credits.

2020-2021 Amount

\$211.09 prorated by FTE

If you have questions or need more information, please visit

thecommons.dpsk12.org or
careers.dpsk12.org/teach/teachercomp/

Please note: This document is not a contract and is merely intended as guidance for the implementation of the DCTA ProComp Agreement

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