

# January 8, 2019 DPS ProComp Proposal

**Base Salary Table (25% of Educators)**

2019-20 School Year	BA / 1	Master Educator Lanes			PhD / 5
		2	3	4	
1	45,500	49,000	52,500	56,000	59,500
2	47,250	50,750	54,250	57,750	61,250
3	49,000	52,500	56,000	59,500	63,000
4	50,750	54,250	57,750	61,250	64,750
5	52,500	56,000	59,500	63,000	66,500
6	54,250	57,750	61,250	64,750	68,250
7	56,000	59,500	63,000	66,500	70,000
8	57,750	61,250	64,750	68,250	71,750
9	59,500	63,000	66,500	70,000	73,500
10	61,250	64,750	68,250	71,750	75,250
11	62,750	66,250	69,750	73,250	76,750
12	64,250	67,750	71,250	74,750	78,250
13	65,750	69,250	72,750	76,250	79,750
14	67,250	70,750	74,250	77,750	81,250
15	68,750	72,250	75,750	79,250	82,750
16	69,750	73,250	76,750	80,250	83,750
17	70,750	74,250	77,750	81,250	84,750
18	71,250	74,750	78,250	81,750	85,250
19	71,750	75,250	78,750	82,250	85,750
20	72,250	75,750	79,250	82,750	86,250
21	72,750	76,250	79,750	83,250	86,750
22	73,250	76,750	80,250	83,750	87,250
23	73,750	77,250	80,750	84,250	87,750
24	74,250	77,750	81,250	84,750	88,250
25	74,750	78,250	81,750	85,250	88,750
26	75,250	78,750	82,250	85,750	89,250
27	75,750	79,250	82,750	86,250	89,750
28	76,250	79,750	83,250	86,750	90,250
29	76,750	80,250	83,750	87,250	90,750
30	77,250	80,750	84,250	87,750	91,250

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**How to read the schedule:**

1. Find the right table on these pages with zero, one or two incentives.
2. Find your years of service (e.g. step 4 = 3 years of service)
3. BA Only in Lane 1 or Add up how many Master Educator Credits you get to find your lane. PhD in Lane 5.

**Easy calculator coming soon!**

**Master Educator Lanes:**

Move one lane for any of the following:

- Masters Degree
- Advanced License
- National Board
- 10 Years of Service in DPS Classrooms
- Eligibility to Teach Concurrent Enrollment

# January 8, 2019 DPS ProComp Proposal

Base Salary Table with One \$2,500 Incentive (75% of Educators)

	2019-20 School Year	BA / 1	Master Educator Lanes			PhD / 5
			2	3	4	
<b>S</b>	1	48,000	51,500	55,000	58,500	62,000
	2	49,750	53,250	56,750	60,250	63,750
	3	51,500	55,000	58,500	62,000	65,500
	4	53,250	56,750	60,250	63,750	67,250
	5	55,000	58,500	62,000	65,500	69,000
	6	56,750	60,250	63,750	67,250	70,750
	7	58,500	62,000	65,500	69,000	72,500
	8	60,250	63,750	67,250	70,750	74,250
	9	62,000	65,500	69,000	72,500	76,000
	10	63,750	67,250	70,750	74,250	77,750
	11	65,250	68,750	72,250	75,750	79,250
	12	66,750	70,250	73,750	77,250	80,750
	13	68,250	71,750	75,250	78,750	82,250
	14	69,750	73,250	76,750	80,250	83,750
	15	71,250	74,750	78,250	81,750	85,250
	16	72,250	75,750	79,250	82,750	86,250
	17	73,250	76,750	80,250	83,750	87,250
	18	73,750	77,250	80,750	84,250	87,750
	19	74,250	77,750	81,250	84,750	88,250
	20	74,750	78,250	81,750	85,250	88,750
	21	75,250	78,750	82,250	85,750	89,250
	22	75,750	79,250	82,750	86,250	89,750
	23	76,250	79,750	83,250	86,750	90,250
	24	76,750	80,250	83,750	87,250	90,750
	25	77,250	80,750	84,250	87,750	91,250
	26	77,750	81,250	84,750	88,250	91,750
	27	78,250	81,750	85,250	88,750	92,250
	28	78,750	82,250	85,750	89,250	92,750
	29	79,250	82,750	86,250	89,750	93,250
	30	79,750	83,250	86,750	90,250	93,750

**Incentives:**

- Title I (any school with 60% Free and Reduced Lunch or Higher) = \$2,500**
- Hard-to-staff Positions (same as current list) = \$2,500**

**75% of our educators will receive one of these incentives.**

**Master Educator Lanes:**  
 Move one lane for any of the following:

- Masters Degree
- Advanced License
- National Board
- 10 Years of Service in DPS Classrooms
- Eligibility to Teach Concurrent Enrollment

# January 8, 2019 DPS ProComp Proposal

Base Salary with Two Incentives (\$5,000) (25% of Educators)						
2019-20 School Year	BA / 1	Master Educator Lanes			PhD / 5	
		2	3	4		
1	50,500	54,000	57,500	61,000	64,500	
2	52,250	55,750	59,250	62,750	66,250	
3	54,000	57,500	61,000	64,500	68,000	
4	55,750	59,250	62,750	66,250	69,750	
5	57,500	61,000	64,500	68,000	71,500	
6	59,250	62,750	66,250	69,750	73,250	
7	61,000	64,500	68,000	71,500	75,000	
8	62,750	66,250	69,750	73,250	76,750	
9	64,500	68,000	71,500	75,000	78,500	
10	66,250	69,750	73,250	76,750	80,250	
11	67,750	71,250	74,750	78,250	81,750	
12	69,250	72,750	76,250	79,750	83,250	
13	70,750	74,250	77,750	81,250	84,750	
14	72,250	75,750	79,250	82,750	86,250	
15	73,750	77,250	80,750	84,250	87,750	
16	74,750	78,250	81,750	85,250	88,750	
17	75,750	79,250	82,750	86,250	89,750	
18	76,250	79,750	83,250	86,750	90,250	
19	76,750	80,250	83,750	87,250	90,750	
20	77,250	80,750	84,250	87,750	91,250	
21	77,750	81,250	84,750	88,250	91,750	
22	78,250	81,750	85,250	88,750	92,250	
23	78,750	82,250	85,750	89,250	92,750	
24	79,250	82,750	86,250	89,750	93,250	
25	79,750	83,250	86,750	90,250	93,750	
26	80,250	83,750	87,250	90,750	94,250	
27	80,750	84,250	87,750	91,250	94,750	
28	81,250	84,750	88,250	91,750	95,250	
29	81,750	85,250	88,750	92,250	95,750	
30	82,250	85,750	89,250	92,750	96,250	

Steps

**Incentives:**

- Title I (any school with 60% Free and Reduced Lunch or Higher) = \$2,500**
- Hard-to-staff Positions (same as current list) = \$2,500**

**75% of our educators will receive one of these incentives.**

**Master Educator Lanes:**  
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- Advanced License
- National Board
- 10 Years of Service in DPS Classrooms
- Eligibility to Teach Concurrent Enrollment

# Jan. 8, 2019 DPS Proposal Highlights

Focus on recruitment and retention for all educators, with continued commitment to high poverty schools and hard-to-fill positions.

Early Career	Mid-Career	Late-Career	Targeted Incentives
<ul style="list-style-type: none"> <li>Starting salary without incentives goes from \$42,789 to \$45,500.*</li> <li>Large step increases early in career in order to retain at beginning of career.</li> <li>Up to \$1,000/yr (\$5,000 max) loan forgiveness and/or tuition reimbursement.</li> <li>No more requirement to complete Professional Development Units to grow base pay.</li> </ul>	<ul style="list-style-type: none"> <li>Multiple options in addition to advanced degrees to earn lane changes and make grow base pay.</li> <li>10 yrs of step progression at DPS, receive a lane change.</li> </ul>	<ul style="list-style-type: none"> <li>Continuous growth without a cap in any lane.</li> <li>Compare:               <ul style="list-style-type: none"> <li>BA with 20 years of service in DPS = \$76,250 (with lane change for 10 years of service)</li> <li>Same teacher in Boulder = \$49,665.*</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>\$2,500 for Hard-to-Staff Positions</li> <li>\$2,500 for Title I schools</li> <li>Approx. 75% of educators would earn one incentive.</li> <li>Approx. 25% of educators would earn both incentives.</li> <li>Additional \$2,500 retention bonus in 30 Highest Priority Schools.</li> </ul>

\*Comparisons to other districts assumes a 3% COLA increase to other districts' current schedules in order to compare to proposed 2019-20 values. Starting salary:

Aurora	JeffCo	Adams 5 Star	Cherry Creek	Littleton	Boulder
\$ 42,598	\$ 41,121	\$ 40,390	\$ 41,967	\$ 42,068	\$ 47,726