

ProComp 3.0 - Base Pay Table

January 11, 2019 DPS ProComp Proposal

Steps

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 6.

Or use the calculator to find out your current salary and what your new salary would be.

Master Educator Lanes:

Move one lane for any of the following:

- Masters Degree
- MA+30
- Advanced License
- National Board
- 10 Years of Service in DPS Classrooms

2019/20 School Year	BA / 1	Master Educator Lanes				PhD
		2	3	4	5	
1	45,500	49,000	52,500	56,000	59,500	63,000
2	47,250	50,750	54,250	57,750	61,250	64,750
3	49,000	52,500	56,000	59,500	63,000	66,500
4	50,750	54,250	57,750	61,250	64,750	68,250
5	52,500	56,000	59,500	63,000	66,500	70,000
6	54,250	57,750	61,250	64,750	68,250	71,750
7	56,000	59,500	63,000	66,500	70,000	73,500
8	57,750	61,250	64,750	68,250	71,750	75,250
9	59,500	63,000	66,500	70,000	73,500	77,000
10	61,250	64,750	68,250	71,750	75,250	78,750
11	62,750	66,500	70,000	73,500	77,000	80,500
12	64,250	68,250	71,750	75,250	78,750	82,250
13	65,500	69,750	73,500	77,000	80,500	84,000
14	66,750	71,250	75,250	78,750	82,250	85,750
15	67,750	72,250	76,500	80,500	84,000	87,500
16	68,250	73,000	77,500	81,750	85,750	89,250
17	68,750	73,500	78,250	82,750	87,250	90,750
18	69,250	74,000	78,750	83,500	88,500	92,000
19	69,750	74,500	79,250	84,000	89,750	93,250
20	70,250	75,000	79,750	84,500	90,750	94,250
21	70,750	75,500	80,250	85,000	91,750	95,250
22	71,250	76,000	80,750	85,500	92,500	96,000
23	71,750	76,500	81,250	86,000	93,000	96,500
24	72,250	77,000	81,750	86,500	93,500	97,000
25	72,750	77,500	82,250	87,000	94,000	97,500
26	73,250	78,000	82,750	87,500	94,500	98,000
27	73,750	78,500	83,250	88,000	95,000	98,500
28	74,250	79,000	83,750	88,500	95,500	99,000
29	74,750	79,500	84,250	89,000	96,000	99,500
30	75,250	80,000	84,750	89,500	96,500	100,000

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Base Salary Table with One \$2,500 Incentive (72% of Educators)

2019/20 School Year	BA / 1	Master Educator Lanes				PhD
		2	3	4	5	
1	48,000	51,500	55,000	58,500	62,000	65,500
2	49,750	53,250	56,750	60,250	63,750	67,250
3	51,500	55,000	58,500	62,000	65,500	69,000
4	53,250	56,750	60,250	63,750	67,250	70,750
5	55,000	58,500	62,000	65,500	69,000	72,500
6	56,750	60,250	63,750	67,250	70,750	74,250
7	58,500	62,000	65,500	69,000	72,500	76,000
8	60,250	63,750	67,250	70,750	74,250	77,750
9	62,000	65,500	69,000	72,500	76,000	79,500
10	63,750	67,250	70,750	74,250	77,750	81,250
11	65,250	69,000	72,500	76,000	79,500	83,000
12	66,750	70,750	74,250	77,750	81,250	84,750
13	68,000	72,250	76,000	79,500	83,000	86,500
14	69,250	73,750	77,750	81,250	84,750	88,250
15	70,250	74,750	79,000	83,000	86,500	90,000
16	70,750	75,500	80,000	84,250	88,250	91,750
17	71,250	76,000	80,750	85,250	89,750	93,250
18	71,750	76,500	81,250	86,000	91,000	94,500
19	72,250	77,000	81,750	86,500	92,250	95,750
20	72,750	77,500	82,250	87,000	93,250	96,750
21	73,250	78,000	82,750	87,500	94,250	97,750
22	73,750	78,500	83,250	88,000	95,000	98,500
23	74,250	79,000	83,750	88,500	95,500	99,000
24	74,750	79,500	84,250	89,000	96,000	99,500
25	75,250	80,000	84,750	89,500	96,500	100,000
26	75,750	80,500	85,250	90,000	97,000	100,500
27	76,250	81,000	85,750	90,500	97,500	101,000
28	76,750	81,500	86,250	91,000	98,000	101,500
29	77,250	82,000	86,750	91,500	98,500	102,000
30	77,750	82,500	87,250	92,000	99,000	102,500

Steps

Incentives:

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

72% of our educators will receive one of these incentives.

Master Educator Lanes:

Move one lane for any of the following:

- Masters Degree
- MA+30
- Advanced License
- National Board
- 10 Years of Service in DPS Classrooms

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Base Salary Table with Two \$2,500 Incentives (37% of Educators)

2019/20 School Year	BA / 1	Master Educator Lanes				PhD
		2	3	4	5	
1	50,500	54,000	57,500	61,000	64,500	68,000
2	52,250	55,750	59,250	62,750	66,250	69,750
3	54,000	57,500	61,000	64,500	68,000	71,500
4	55,750	59,250	62,750	66,250	69,750	73,250
5	57,500	61,000	64,500	68,000	71,500	75,000
6	59,250	62,750	66,250	69,750	73,250	76,750
7	61,000	64,500	68,000	71,500	75,000	78,500
8	62,750	66,250	69,750	73,250	76,750	80,250
9	64,500	68,000	71,500	75,000	78,500	82,000
10	66,250	69,750	73,250	76,750	80,250	83,750
11	67,750	71,500	75,000	78,500	82,000	85,500
12	69,250	73,250	76,750	80,250	83,750	87,250
13	70,500	74,750	78,500	82,000	85,500	89,000
14	71,750	76,250	80,250	83,750	87,250	90,750
15	72,750	77,250	81,500	85,500	89,000	92,500
16	73,250	78,000	82,500	86,750	90,750	94,250
17	73,750	78,500	83,250	87,750	92,250	95,750
18	74,250	79,000	83,750	88,500	93,500	97,000
19	74,750	79,500	84,250	89,000	94,750	98,250
20	75,250	80,000	84,750	89,500	95,750	99,250
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22	76,250	81,000	85,750	90,500	97,500	101,000
23	76,750	81,500	86,250	91,000	98,000	101,500
24	77,250	82,000	86,750	91,500	98,500	102,000
25	77,750	82,500	87,250	92,000	99,000	102,500
26	78,250	83,000	87,750	92,500	99,500	103,000
27	78,750	83,500	88,250	93,000	100,000	103,500
28	79,250	84,000	88,750	93,500	100,500	104,000
29	79,750	84,500	89,250	94,000	101,000	104,500
30	80,250	85,000	89,750	94,500	101,500	105,000

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Incentives:

1. Title I (any school with 60% Free and Reduced Lunch or Higher) = \$2,500
 2. Hard-to-staff Positions (same as current list) = \$2,500
 3. Highest Priority Retention = \$2,500
- 37 % of Educators will receive at least two of these incentives.

Master Educator Lanes:

Move one lane for any of the following:

- Masters Degree
- MA+30
- Advanced License
- National Board
- 10 Years of Service in DPS Classrooms

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Average base salary (including COLA) will increase 10% from 2018-19 to 2019-20.

Early Career

- Starting salary without incentives goes from \$42,789 to \$45,500.*
- Up to \$1,000/yr (\$5,000 max) loan forgiveness and/or tuition reimbursement.

Mid-Career

- Multiple options in addition to advanced degrees to earn lane changes and grow base pay.
- Lane change after ten years in DPS classrooms.

Late-Career

- Continuous growth without a cap in any lane.
- Compare:
 - BA with 20 years of service in DPS = \$75,500 (with lane change for 10 years of service)
 - Same teacher in Boulder = \$49,665.*

Targeted Incentives

- \$2,500 for Hard-to-Staff Positions
- \$2,500 for Title I schools
- \$2,500 for Highest Priority Schools
- Approx. 72% of educators would earn one incentive.
- Approx. 37% of educators would earn at least two incentives.

*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