

ProComp 3.0 - Base Pay Table

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

Ways to move through the lanes with Advanced Educator Lanes:

→ BA+20

→ Masters

→ Masters + 30 Credits

→ Ten years in DPS Classrooms (“Longevity Lane Change”)

→ Advanced License

→ National Board Certification

Find your steps based on years of service: 2 years of service = step 3.

Find your lane based on your table listed below.

A	B	C	D	E	F
BA	BA+20	MA or BA PLUS*	MA+30*	MA+30 PLUS*	DOCTORATE
		Masters or BA and Longevity or BA and Adv. License or BA and National Board	*Move to this lane with one of the following: Masters MA+30 Adv. License Longevity National Board	*Move to this lane with one of the following: Masters MA+30 Adv. License Longevity National Board	

Incentives:

- **Title I School:** Add \$2,500/year, Paid Monthly
- **Hard-to-Staff** (same as current list, e.g. ELA-S): Add \$2,500/year, Paid Monthly
- **30 Highest Priority Schools:** Add \$2,500 Retention Bonus Paid in Fall

36 % of educators earn ONE incentive

Base Salary Table with One \$2,500 Incentive

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

Incentives:

- **Title I School:** Add \$2,500/year, Paid Monthly
- **Hard-to-Staff** (same as current list, e.g. ELA-S): Add \$2,500/year, Paid Monthly
- **30 Highest Priority Schools:** Add \$2,500 Retention Bonus Paid in Fall

36 % of educators earn TWO or THREE incentives

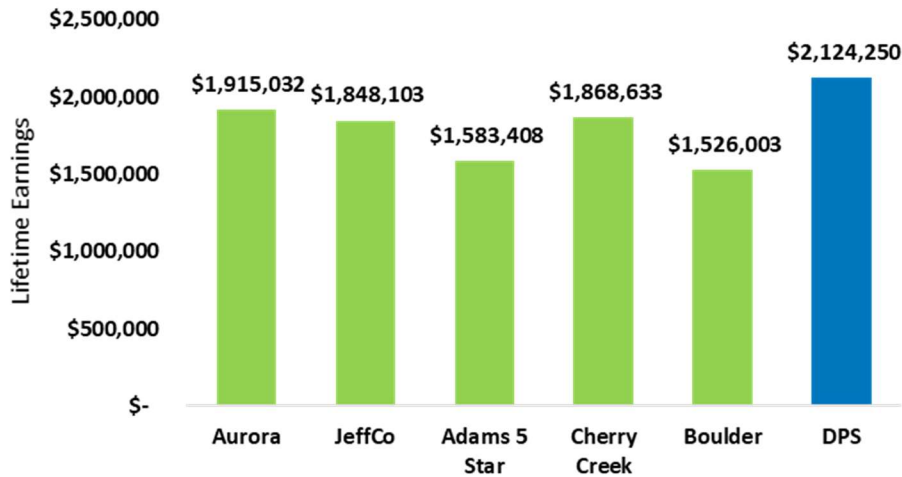
Base Salary Table with Two \$2,500 Incentives (\$5,000)

	A	B	C	D	E	F
2019/20 School Year	BA	BA+20	MA or BA Plus*	Masters+30 or PLUS*	Masters+30 PLUS*	Doctorate
1	50,500	52,250	54,000	57,500	61,000	64,500
2	52,250	54,000	55,750	59,250	62,750	66,250
3	54,000	55,750	57,500	61,000	64,500	68,000
4	55,750	57,500	59,250	62,750	66,250	69,750
5	57,500	59,250	61,000	64,500	68,000	71,500
6	59,250	61,000	62,750	66,250	69,750	73,250
7	61,000	62,750	64,500	68,000	71,500	75,000
8	62,750	64,500	66,250	69,750	73,250	76,750
9	64,500	66,250	68,000	71,500	75,000	78,500
10	66,250	68,000	69,750	73,250	76,750	80,250
11	67,750	69,750	71,500	75,000	78,500	82,000
12	69,250	71,500	73,250	76,750	80,250	83,750
13	70,500	73,000	75,000	78,500	82,000	85,500
14	71,750	74,500	76,750	80,250	83,750	87,250
15	72,750	75,500	78,000	82,000	85,500	89,000
16	73,250	76,250	79,000	83,250	87,250	90,750
17	73,750	76,750	79,750	84,250	88,750	92,250
18	74,250	77,250	80,250	85,000	90,000	93,500
19	74,750	77,750	80,750	85,500	91,250	94,750
20	75,250	78,250	81,250	86,000	92,250	95,750
21	75,750	78,750	81,750	86,500	93,250	96,750
22	76,250	79,250	82,250	87,000	94,000	97,500
23	76,750	79,750	82,750	87,500	94,500	98,000
24	77,250	80,250	83,250	88,000	95,000	98,500
25	77,750	80,750	83,750	88,500	95,500	99,000
26	78,250	81,250	84,250	89,000	96,000	99,500
27	78,750	81,750	84,750	89,500	96,500	100,000
28	79,250	82,250	85,250	90,000	97,000	100,500
29	79,750	82,750	85,750	90,500	97,500	101,000
30	80,250	83,250	86,250	91,000	98,000	105,000

Lifetime Earnings with DPS' Proposal

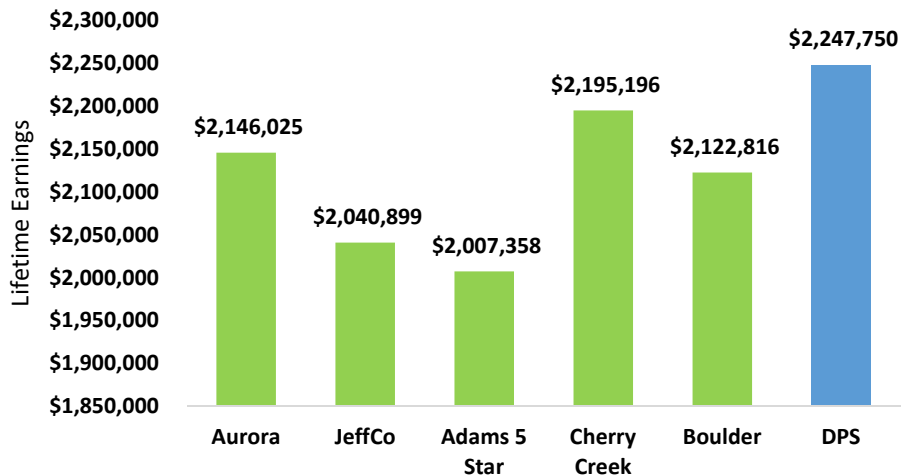
With our Jan. 18 proposal, which offers an average 10% raise, DPS teachers and SSPs would have the highest lifetime earning potential of any the school districts in the metro area for individuals with bachelor's, bachelor's +30 and master's degrees -- with at least one incentive, which 72% of DPS teachers and SSPs receive. For those teachers and SSPs with master's +30 or doctorate degrees, DPS would be the third highest in the metro area. In addition to our commitment to lifetime earnings, DPS will have the highest starting salary for a beginning teacher with a bachelor's degree of the metro area districts with one incentive earned.

Bachelors Degree



For our educators that remain in the Bachelors lane, DPS' proposal is 11% higher in lifetime earnings potential than the next highest district (Aurora Public Schools).

Masters Degree



Additionally, DPS offers:

- Additional stipends for teacher leadership roles of \$5,000 that no other district offers.
- Approximately \$1,800 per year in extra duty pay per teacher.
- Tuition reimbursement up to \$6,000.
- Banked PDUs paid out at \$1,700 per PDU in cash payout on Nov. 7, 2019.

Note: All comparisons assume that other districts increased their schedules by 3%, which is the estimated Consumer Price Index (CPI) this year.