

## DPS Teacher Pay Proposal: Jan. 31, 2019

### *5-Year Base Salary Growth Examples*

DPS ProComp - Base Pay Increase		Early-Career Teacher		Mid-Career Teacher		Late-Career Teacher		School Nurse		School Psychologist	
Years of Experience before SY 2019/20		3 Years		7 Years		20 Years		14 Years		9 Years	
Higher Education		Bachelor's Degree		Master's Degree		Master's Degree		Master's Degree		Ed. Specialist Degree	
Other Information		+20 or more credits		Soon to reach 10 Years		Soon to earn +30 credits		Advanced License		Advanced License	
<b>Current ProComp System</b>	2016/17 Base Salary	\$ 40,878		\$ 47,951		\$ 62,319		\$ 62,221		\$ 51,460	
	2017/18 Base Salary	\$ 43,947	7.5%	\$ 54,647	14.0%	\$ 64,137	2.9%	\$ 65,289	4.9%	\$ 53,694	4.3%
	2018/19 Base Salary	\$ 46,819	6.5%	\$ 57,799	5.8%	\$ 66,259	3.3%	\$ 68,725	5.3%	\$ 56,824	5.8%
<b>Proposed ProComp System</b>	2019/20 Base Salary	\$ 52,500	12.1%	\$ 59,500	2.9%	\$ 81,500	23.0%	\$ 80,500	17.1%	\$ 75,250	32.4%
	2020/21 Base Salary	\$ 55,833	6.3%	\$ 62,833	5.6%	\$ 90,583	11.1%	\$ 83,833	4.1%	\$ 78,583	4.4%
	2021/22 Base Salary	\$ 59,031	5.7%	\$ 66,206	5.4%	\$ 93,362	3.1%	\$ 87,474	4.3%	\$ 82,350	4.8%
	<b>5-Year Base Salary Increase</b>	\$ 18,153	44.4%	\$ 18,255	38.1%	\$ 31,043	49.8%	\$ 25,253	40.6%	\$ 30,890	60.0%
		Even without a lane change, this teacher with a Bachelor's +20 credits will see a significant increase in the new schedule.		In the following year, this person will also receive a lane change for longevity (FY 22/23.)		By completing 30 credit hours going into the 2020/21 School Year, this teacher earns an additional lane change		Advanced degrees are held by many SSPs and qualify for an additional lane change.		An Educational Specialist degree automatically moves this psychologist to the Doctorate lane	