



ProComp: A Brief Introduction

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Professional Compensation System for Teachers
PROCOMP

A collaborative project of Denver Public Schools and Denver Classroom Teachers Association



Denver Public Schools -- A Snapshot

- Denver Public Schools serves over 73,000 students in 143 schools and programs.
- The student population is highly diverse:
 - ✓ 57% are Hispanic
 - ✓ 18% are African American
 - ✓ 20% are white
 - ✓ 3% are Asian American
 - ✓ 1% are American Indian.
 - ✓ 67% percent receive free or reduced-price lunch.
- There are about 4200 teachers and student service professionals



Denver Classroom Teachers Association -- A Snapshot

- Denver's NEA affiliate and the exclusive bargaining agent and representative for Denver's approximately 4200 teachers
 - ✓ Oldest "classroom teacher" organization in Colorado
 - ✓ First NEA affiliate with a collective bargaining agreement west of the Mississippi and an early adopter of a single salary schedule
- About 3,000 members
- Founding member of the Teacher Union Reform Network (TURN)



ProComp -- How Did We Get Here?

- 1982 to 1999 -- Protracted disagreement about changing teacher compensation
- 1999 -- Landmark agreement to pilot “pay for performance”
 - ✓ Introduced objective setting process
 - ✓ Called for outside experts
 - ✓ Transparent process with external evaluation

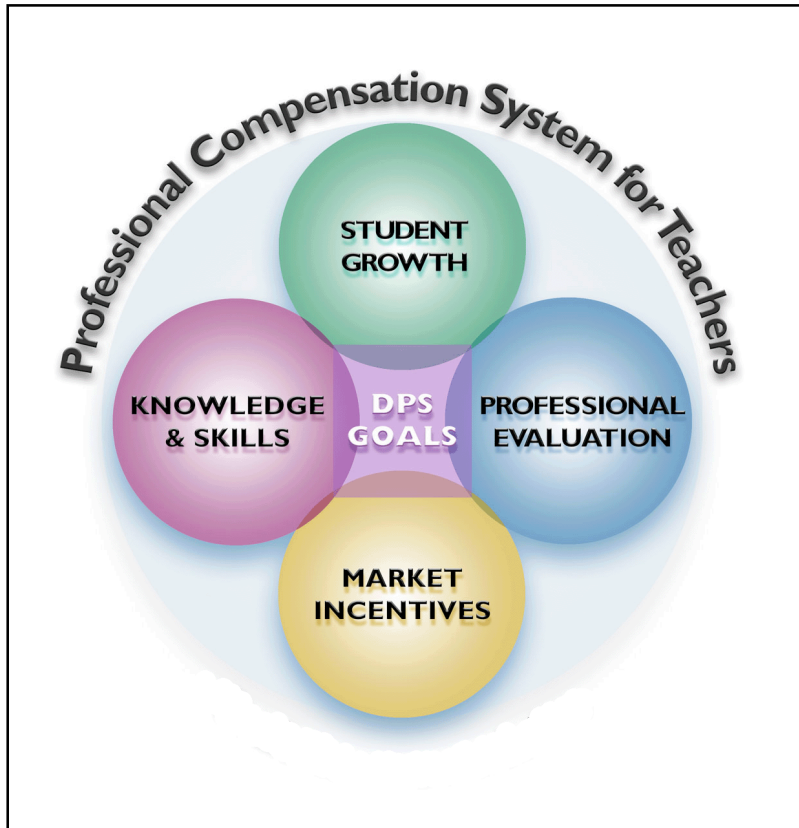


ProComp -- How Did We Get Here?

- 2001 -- Convened Joint Task Force on Teacher Compensation
 - ✓ Body independent from the Pay for Performance Pilot, charged to create a recommendation for a new teacher compensation system based, in part, on academic growth
- 2004 -- Joint Task Force recommendation ratified by the Board of Education and members of DCTA



ProComp Aligns Teacher Compensation with the District's Goals



- Replaces a capped system of entitlements with an uncapped system of earned increases
- Allows teachers to build a professional compensation package based on a wider range of choices
- Requires a \$25 million property tax increase to be fully funded



ProComp Stands on a Foundation of Guiding Principles

- ProComp has been negotiated, and is therefore owned, by DPS and DCTA
- All bargaining unit positions have opportunities to increase pay
- Cost of living adjustments will be made equally to both systems
- The single salary schedule will be maintained until the last bargaining unit member on it retires or resigns
- Current teachers will have the right to opt in over the next seven years

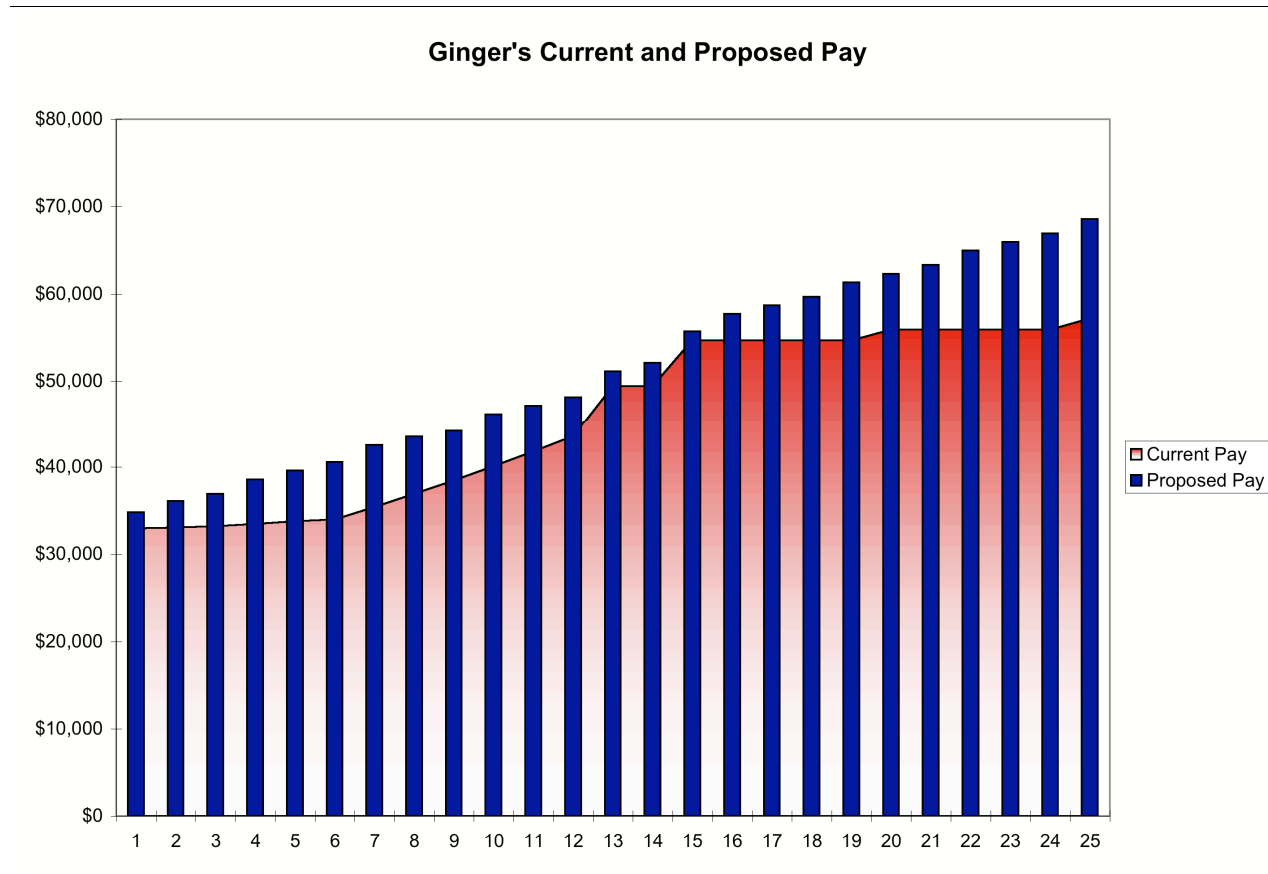


The ProComp “Menu” Is Composed of Four Components Divided into Ten Elements

Components Index \$34,200	Knowledge and Skills			Professional Evaluation		Market Incentives		Student Growth		
Element	Professional Development Units 2% of Index Salary Increase	Grad Degree/ Nat. License & Certificates 9% of Index Salary Increase	Tuition Reimburse \$1,000 Lifetime Account	Probationary 1% of Index Salary When Rated Satisfactory	Non-Probationary 3% of Index Salary When Rated Satisfactory Beginning the First Year of Non-Probationary Status	Hard to Staff Position 3% of Index Bonus	Hard to Serve School 3 % of Index Bonus	Student Growth Objectives 1% Index Salary if Both Objectives Met 1% Index Bonus if 1 Objective Met	CSAP Expectations 3% of Index Sustainable Increase for Exceeding Expectations; 3% Index Sustainable Decrease for Falling Below Expectations	Distinguished Schools 2% of Index Bonus
Dollar Amount	\$684	\$3,078	\$1,000	\$342	\$1,026	\$1,026	\$1,026	\$342	\$1,026	\$684



ProComp Redefines a Teacher's Career Earnings Pattern



NCCTQ – Paying for Teachers' Performance: Strategies and Conditions for Success



Thank You

DPS/DCTA ProComp Project

<http://DenverProComp.org>

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