Incentive descriptions

In 2015, Denver Public Schools launched two incentives for over 1,500 teachers and specialized service providers (SSPs) in 30 of our highest-poverty schools, thanks to a state law passed in 2015 that aligns our required pension contributions to those of other districts.

The structure of these incentives is the direct result of the work and recommendations from teachers on our Teacher Retention Task Force, with the goal of ensuring great teachers in every classroom, especially those in our highest-poverty schools. The incentives went into effect at the start of the 2015-16 school year and are paid in addition to all current ProComp incentives:

- **Highest-Priority Monthly Incentive** – An incentive paid monthly for teachers and SSPs who work within one of the highest-priority school. ¹
- **Highest-Priority Retention Incentive** – A yearly, one-time incentive payment provided for teachers and SSPs who return to a highest-priority school.

Incentive details

How much are these incentives, and who will receive them?

For teachers and SSPs at the highest-priority schools, the incentive will be paid as follows:

- **For teachers or SSPs with an end-of-year LEAP or SSP GPS rating of Distinguished:**
  - **Highest-Priority Monthly Incentive**: Up to an additional $3,000 (i.e., up to $250 per month)
  - **Highest-Priority Retention Incentive**: Up to an additional $1,000
  - **TOTAL**: Up to $4,000, for a potential total of $6,481 when combined with ProComp’s Hard-to-Serve Incentive

- **For teachers or SSPs with an end-of-year LEAP or SSP GPS rating of Effective:**
  - **Highest-Priority Monthly Incentive**: Up to an additional $2,250 (i.e., up to $187.50 per month)
  - **Highest-Priority Retention Incentive**: Up to an additional $750
  - **TOTAL**: Up to $3,000, for a potential total of $5,481 when combined with ProComp’s Hard-to-Serve Incentive

- **For teachers or SSPs with an end-of-year LEAP or SSP GPS rating of Approaching:**
  - **Highest-Priority Monthly Incentive**: Up to an additional $1,500 (i.e., up to $125 per month)
  - **Highest-Priority Retention Incentive**: Up to an additional $500
  - **TOTAL**: Up to $2,000, for a potential total of $4,481 when combined with ProComp’s Hard-to-Serve Incentive

¹ List of Highest-Priority Schools is located on page 3
When will the incentive be paid to eligible teachers and SSPs?

The Monthly Highest-Priority Incentive will be paid on a monthly basis, similar to the ProComp Hard-to-Serve incentive. This amount will be based on the most recent official LEAP or SSP GPS rating, utilizing the distributions mentioned above.

- **Detail:** For each credited month of work in a highest-priority school, a teacher/SSP will receive 1/12 of the designated incentive amount (e.g., a teacher with an Effective rating will receive monthly payments of $187.50).

The Highest-Priority Retention Incentive will be paid in a single lump-sum payment in the fall if the teacher/SSP worked in a highest-priority school during the prior school year as a teacher/SSP and has continued to work in a highest-priority school for the current school year as a teacher/SSP.

- **Detail:** Teachers/SSPs will become eligible for this incentive after their first year of receiving the Highest-Priority Monthly Incentive (i.e., teachers and SSPs new to a highest-priority school during the 2016-17 school year will become eligible for this incentive starting fall 2017). The amount of this incentive will be based on the most recent official LEAP or SSP GPS rating, utilizing the distributions mentioned above.

What does an example of this look like?

**Example for a teacher or SSP in a highest-priority school in the 2016-17:**

- 2015-16 end-of-year LEAP or SSP GPS rating: Effective
- 2016-17 end-of-year LEAP or SSP GPS rating: Effective
- FTE level in a highest-priority school for 2016-17: 1.0 (i.e., individual works full-time at a highest-priority school)
- School for 2015-16 school year: Any district-run DPS school
- School for 2016-17 and 2017-18 school years: One of the highest-priority schools

Amount received during 2016-17 school year (based on 2015-16 rating): $2,250 (split over 12 monthly payments—Sep. ’16-Aug. ’17)

Amount received in fall 2017 (based on 2016-17 rating): $750 (paid in a single lump-sum in fall ’17)

Total incentive amount: $3,000
FAQs: Incentive-Eligible Schools

How were the highest-priority schools selected?
Schools were identified using the “Similar Schools” index of the School Performance Framework (SPF), which ranks schools based on student poverty and mobility rates, as well as the percentage of English language learners (ELLs) and students receiving special education services. Using this index, the ten elementary and ten secondary schools with the highest combined rates were selected. Ten additional schools were identified due to significant performance challenges and other data collected in the tiered school support process. When the highest-priority incentive for principals was implemented in 2014-15, the same method was used to identify the highest-priority schools.

What are the highest-priority schools for the 2017-18 school year?
- Abraham Lincoln High School
- Bear Valley International School
- Bruce Randolph School
- Castro Elementary School
- Charles M. Schenck (CMS) Community School
- Cheltenham Elementary
- Collegiate Preparatory Academy
- Cowell Elementary School
- DCIS at Ford
- DCIS at Montbello
- Goldrick Elementary School
- Harrington Elementary
- Henry World Middle School
- High-Tech Early College
- Kepner Middle School
- Kepner Beacon Middle School
- Lake International School
- Manual High School
- Marie L. Greenwood Academy
- McGlone Elementary School
- MLK Jr. Early College
- Munroe Elementary School
- Noel Community Arts School
- North High School
- Oakland Elementary
- Place Bridge Academy
- Schmitt Elementary
- Swansea Elementary School
- Trevista at Horace Mann
- West Generation Academy
- West Leadership Academy

How/when will this list of highest-priority schools be reevaluated?
Comprehensive protocols can be found on the DPS website.

If an Engagement Center shares a campus with one of the 30 schools above, do the teachers/SSPs at those Engagement Centers receive this incentive?
Consistent with ProComp, Engagement Centers were evaluated as separate schools for purposes of this additional incentive. If an Engagement Center is not explicitly mentioned in the list above, the teachers and SSPs at that Engagement Center will not be eligible for this additional incentive at this time.

FAQs: Incentive-Eligible Positions

Which positions are eligible for this incentive?
All teachers and Specialized Service Providers (SSPs) in highest-priority schools are eligible for this incentive. For the full list of eligible job types, please see the technical addendum at the end of this document.

Are differentiated roles’ team leads eligible for this incentive?
Yes – teacher leaders, who are serving as a team lead at schools with differentiated roles, are eligible if they also receive a LEAP rating.

FAQ: Highest-Priority Retention Incentive

For the Highest-Priority Retention Incentive, when will this be paid, and what is the cut-off date to determine eligibility?
The Highest-Priority Retention Incentive will be provided in the October paycheck, with teachers and SSPs first becoming eligible for this incentive in October 2016. The cut-off date will be October 1 (e.g., if a teacher/SSP received the monthly incentive during the 2016-17 school year and is still employed in an incentive-eligible position in a highest-priority school on October 1, 2017, then he/she will receive the retention incentive payment). An employee must be in an incentive-eligible position and an incentive-eligible status to receive this incentive payment. Incentive-eligible positions and statuses can be found in the technical addendum of this document.
FAQs: Miscellaneous Incentive Eligibility Questions

**Part-time employees or itinerants:** If I work part-time in a highest-priority school or am an itinerant that spends some time in a highest-priority school, am I eligible for this incentive?  
A pro-rated incentive will be provided based on time worked in highest-priority schools.

**New-to-DPS teachers or SSPs:** I am a teacher or SSP in one of the highest-priority schools and new to DPS for the 2017-18 school year; which incentive amount will I receive?  
Teachers/SSPs new to DPS for 2017-18 will receive the Highest-Priority Monthly Incentive equivalent to that of a teacher/SSP with an Approaching rating.

**Former DPS employees who are returning:** I am a teacher or SSP who taught/worked at DPS previously but not during the 2016-17 school year. However, I am returning to DPS for the 2017-18 school year in one of the highest-priority schools; which incentive amount will I receive?  
Teachers or SSPs without an end-of-year LEAP or SSP GPS rating for the 2016-17 school year will receive the Highest-Priority Monthly Incentive based on their most recent LEAP or SSP GPS rating. If no official, prior LEAP or SSP GPS rating for the returning employee exists, then he/she will receive the incentive equivalent to that of a teacher/SSP with an Approaching rating.

**Teachers or SSPs not in ProComp:** I am a teacher or SSP who did not opt into ProComp; am I eligible for this incentive?  
Yes – all teachers/SSPs who did not opt into ProComp will receive the Hard-to-Serve Incentive.

**Incentive-eligible employees in positions that do not formally receive LEAP or SSP GPS ratings:** I am in an incentive-eligible position but do not get evaluated via LEAP or SSP GPS (e.g., military instruction, student advisor); do I receive an incentive?  
If you are in an incentive-eligible position not formally evaluated via LEAP or SSP GPS, an incentive of up to $2,000 across the highest-priority incentives will be provided and distributed in the same manner as the teacher/SSP incentives (e.g., up to $1,500 over 12 months, and up to $500 provided in a single lump-sum as a retention incentive). Individuals evaluated using the Comprehensive Performance Evaluation (CPE) system with an unsatisfactory rating will not be eligible for this incentive. Please see the Technical Addendum at the end of this document for additional information.

**Retirees:** If I retire at the end of the 2016-17, will I be eligible for the Highest-Priority Retention Incentive payment?  
Retirees who are not in an active retired (AR) status (i.e., retirees who have not returned to DPS as active employees) will not be eligible for this incentive payment at this time.

**PERA:** Are these incentives pensionable?  
Yes – these incentives are pensionable; DPS will contribute to PERA (at standard rates) for individuals who receive these incentives.

**“Official” vs. “Unofficial” ratings:** If I have an “unofficial” LEAP or SSP GPS rating as my most recent rating, what level of incentive do I receive?  
The Highest-Priority Incentives are paid out based on the most recent official, end-of-year ratings. If the individual does not have an official end-of-year rating on file, then he/she will receive the incentive equivalent to that of a teacher/SSP with an Approaching rating. LEAP and SSP GPS ratings need to be finalized and marked as official by September 15 of the relevant school year in order to guarantee that rating is considered for incentive payments.
Additional details: Highest-Priority Monthly Incentive

- Employees must serve at least one full day in a month in a qualified status in a highest-priority school to qualify for the highest-priority school incentive for that month.
- Employees’ status must be active with benefits (AB), active with J1 Visa-no PERA (AV), active retired (AR), leave with pay (LP), leave summer pay/benefits (LR), or leave (LF) or leave with full pay J1 Visa-No PERA (LV), with a current or pending license or authorization at the time of service—the approved authorizations similar to that of ProComp’s Hard-to-Serve Incentive.
- Employees must be in one of the following job codes in order to be eligible for this position (please note: the incentive amount that the individual is eligible for is based on his/her LEAP or SSP GPS rating—or CPE rating if a LEAP score is not relevant for the position):

  o Positions that are formally evaluated via LEAP (note: numbers shown represent the related job codes):
    - 7342 – Career Tech Instructor I
    - 7936 – Career Tech Instructor II
    - 7625 – Teacher Secondary (Middle) (also including job codes 7948, 7949, and 7950 for middle school Team Leads, Senior Team Leads, and Team Specialists)
    - 7629 – Teacher, Elementary (also including job codes 7942, 7943, and 7944 for elementary Team Leads, Senior Team Leads, and Team Specialists)
    - 7631 – Teacher, Intervention (also including job codes 7945, 7946, and 7947 for intervention Team Leads, Senior Team Leads, and Team Specialists)
    - 7636 – Teacher, Secondary (High) (also including job codes 7954, 7955, and 7956 for high school Team Leads, Senior Team Leads, and Team Specialists)
    - 7639 – Teacher, Spd Elem Mod Nds (also including job codes 7957, 7958, and 7959 for Team Leads, Senior Team Leads, and Team Specialists)
    - 7640 – Teacher, Spd Sec Mod Nds (also including job codes 7951, 7952, and 7953 for Team Leads, Senior Team Leads, and Team Specialists)
    - 7645 – Tchr,SpEd Cntr Prg (also including job codes 7961 and 7962 for Senior Team Leads and Team Specialists)
    - 7796 – Teacher Resource, ELAS Secondary
    - 7450 – Librarian (also including job code 7965 for Team Specialists)

  o Positions that are formally evaluated via SSP GPS (note: numbers shown represent the related job codes):
    - 7322 – Audiologist
    - 7472 – Nurse - DCTA
    - 7477 – Occupational Therapist - DCTA
    - 7496 – Physical Therapist-DCTA
    - 7514 – Psychologist-DCTA
    - 7529 – School Counselor, Elementary School
    - 7530 – School Counselor, High School
    - 7532 – School Counselor, Middle School
    - 7566 – Social Worker-DCTA
    - 7580 – Speech Language Path
    - 7689 – Teacher, Itinerant Spd Hearing
    - 7690 – Teacher, Itinerant Spd Vision

  o Positions that are formally evaluated by CPE or another evaluation system (note: numbers shown represent the related job codes):
    - 7410 - Facilitator
    - 7466 - Military Instruction
    - 7590 - Student Advisor
    - 7618 - Teacher Admin Asst, Elementary School
    - 7619 - Teacher Admin Asst, High School
    - 7620 - Teacher Admin Asst, Middle School
    - 7622 - Teacher on Special Assignment
    - 7632 - Teacher, Itinerant SPED
    - 7633 - Teacher, Lead (please note: this is not the job code for the Differentiated Roles Teacher Team Leads; the job code for those individuals is the same as that of a traditional classroom teacher)
    - 7691 - Teacher, Itinerant GT
The full-time employee (FTE) status at time of payout multiplied by the employee’s "distribution percentage" at designated highest-priority schools determines the percentage of the incentive the employee will receive, regardless of FTE at time of service. For example, an employee with 1.0 FTE who allocates time equally between two schools, but only one of the schools is designated highest-priority, will receive half of the total amount of the highest-priority incentive. The maximum payout for this incentive is 1.0 FTE multiplied by the incentive amount.

Employees who are in a qualified status and successfully serve in a month during September through April qualify for payment for that month.

Employees who are in a qualified status and successfully serve in the month of May are eligible for payment in May. In addition, if they continue to remain in an eligible status (i.e., AB, AV, AR, LF, LP, LR or LV status), they will also receive payment over the summer months (June - August).

Compensation is given in the same month served if the employee is identified by that month’s payroll deadline. If the employee is in qualified status and successfully serves in any given month, but is not identified by that month’s Payroll deadline, the employee is eligible for retroactive payment for that month to be paid in the first available payroll cycle.

If the employee has been RIB’d to another school that is not listed as a highest-priority school, he/she will not be eligible to continue to receive either of the Highest-Priority Incentives.

Incentive payments will be displayed on the paycheck as “MNTHGHPR”

**Additional details: Highest-Priority Retention Incentive**

- At the time of incentive payout, employees must have a status of active with benefits (AB), Active with J1 Visa-no PERA (AV), active retired (AR), leave with pay (LP), leave summer pay/benefits (LR), or leave (LF) or Leave with full pay J1 Visa-No PERA (LV), with a current or pending license or authorization at the time of service—the approved authorizations are similar to that of ProComp’s Hard-to-Serve Incentive.
- Employees must be in an eligible job code in order to be eligible for this incentive (see list of eligible job codes in the monthly incentive description above).
- Non-active retirees will not be eligible for this incentive.
- Employee must have been in an eligible status and position for the Highest-Priority Monthly Incentive on June 1 of the prior school year in order to be eligible for this incentive.
- Employee must be in a qualified status in a highest-priority school as of October 1 for the year in which the Highest-Priority Annual Incentive is paid (e.g., for a teacher that taught in a highest-priority school for 2015-16, he/she would need to be working at a highest-priority school as of October 1, 2016 in order to receive the Highest-Priority Annual Incentive); payment will be made in the employee’s October paycheck.
- Incentive amount will be based on the most recent LEAP/SSP GPS rating. The incentive amount will be paid in proportion to the amount of the Highest-Priority Monthly Incentive received in the prior school year.
- Employees who remain within DPS but not in an incentive-eligible position will not be eligible for the Highest-Priority Retention Incentive.
- Incentive payment will be displayed on the paycheck as “HGHPRRET”