



Denver Public Schools
Professional Compensation System for Teachers

ProComp

Transition Team Meeting

December 19, 2007

4:30 to 6:30

HR Conference Room

MINUTES

Present: Jeff Buck, Kathy Kochis, Cal Hosman, Margaret Bobb, Rob Gould, Brad Jupp, Henry Roman, Brett Fuhrman, Ann Christy, Mike Gaither; DPS Employees: Ed Freeman, Don Gilmore; Support: Dennis Wolfard, Bria Cunneen

Absent: Adrienne Army, Anna Marcuerquiga-Hughes

I. Review agenda - (Kathy Kochis)

Action Items:

II. Approve meeting minutes (Kathy)

November's meeting minutes were approved and will be posted online.

III. Review updated language changes in ProComp agreement (Jeff)

The group reviewed the suggestions made by the district's attorney; changes were approved to several areas and included removing references to tasks completed in the past (i.e. mill levy revenue raised), approving editorial changes, and clarifying "salary" terminology to include base less incentives, extra pay or bonuses. Approved changes also included removing the prohibition of using SGOs on teacher evaluations. The group believes this language belongs in Article 10 of the MASS, which would apply to all bargaining unit members, not just those in ProComp.

Next step: group is still working on substantive changes to agreement; however, editorial changes are complete and agreement will be moved to bargaining team for ratification by January 15, 2008.

IV. Review and sign off on Hard to Serve criteria (Henry and Kathy)

The team approved the use of Free and Reduced Lunch as the sole criteria for the Hard to Serve incentive. K8 schools will be considered Elementary and 6-12 schools will be considered High Schools. The target for eligibility of the element will be 45% of schools at each level (Elementary, Middle and High) with Alternative Schools remaining Hard to Serve by definition. The group also decided to remove the rolling 3-year rule, as the variability using FRL data is

not as great as with the previous 5 criteria. This will be effective for the 2008/2009 incentive payments.

Next steps: the group will determine the schools that would be included under ProComp due to the 3-year rolling rule that would not be eligible under the FRL criteria. Also, the group will look at the schools and percent of teachers included under the 45% target range.

V. Review and sign off on annual bonus payments approach (Henry and Kathy)

The group approved moving the Hard to Serve, Hard to Staff, Distinguished Schools and 1-SGO-Met elements to annual incentive payments. This would be effective for the 2008/2009 school year. Hard to Serve and Hard to Staff will be paid in June, looking at the attendance of the teachers during September 1, 2008-May 30, 2009 and requiring the teachers to have been present at least 89 days and employed with benefits at the time of the payment. Distinguished Schools will be paid in September, to align with the Principal payments for Distinguished Schools and as the first available time for payment due to data requirements. The 1-SGO Met bonus will also be paid in September for the work in the previous school year.

Next step: the contract wording will need to be changed to reflect this decision, stating that monthly bonuses will continue through the 2007/2008 school year and will change to annual for 2008/2009.

VI. Discuss OT/PT language and approach (Jeff)

Due to a prior non-contractual agreement, the OT/PTs hired since 1/1/2006, as ProComp employees, were to be paid as though they were also on the salary schedule. This arrangement was meant to address an issue that all ProComp employees face that join the district with a master's degree or higher—looking only at the salary-adjustment elements, the salary schedule outperforms ProComp until the employee reaches step 13.

The current system cannot support a ProComp employee also receiving step increases, so the following was agreed to:

- Give the 5 OT/PTs that have been hired since 1/1/2006 the choice to remain in ProComp or opt-out, having them sign a MOU stating that this is not a precedent-setting solution.
- Remove the vague reference to this agreement from the contract (3.5.1.1).
- Communicate to the hiring manager of the OT/PTs that all new hires will be hired into ProComp, as the "agreement" addresses a larger issue that needs to be reviewed for all master's-level new hires.
- Convene a study group to look at this larger issue. Volunteers included: Jeff Buck, Cal Hosman and Kathy Kochis. The bargaining unit will be forming a similar group and Rob Gould will bring back those suggestions to the group.

VII. Clarify the rules and expectations on SGOs (Henry and Kathy)

Final decisions regarding met/not met for the SGOs need to be completed by May 15th, 2008. This year the deadline was in November and it created too many pending objectives and a huge bookkeeping issue for DPSRS due to the number of retro payments. The group agrees with the change but emphasized that communication will be necessary to ensure that all parties (teachers and principals) understand the change in deadlines.

VIII. Discuss funding all ProComp payments out of the trust (Kathy)

Currently only general-fund employees' ProComp incentives are paid for out of the ProComp Trust. Approximately 20% of teachers are paid for under other grants and these grants are potentially under pressure to cover the increase in salary that is available under ProComp. Contract language does not exist that would prohibit the trust from covering all employees' incentives; however, this change needs to be approved by the Trust Board.

This affects the Transition Team due to the model that the Trust Board will use to determine the financial impact of the change. This team set the assumptions in the model (i.e. expected PDU participation rate) and the current assumptions will probably not allow for the additional cost of adding these employees to the trust.

The recommendation was made to look at the elements again—specifically the intention of each of the elements—and determine if the assumptions need to be modified before presenting this issue to the Trust Board.

IX. Hard to Serve and Neglected/Delinquent Institutions (Jeff)

Several DPS ProComp teachers are currently serving at non-DPS institutions that handle neglected and delinquent youth (such as Mount St. Vincent's). They are not receiving the Hard to Serve incentive because the institutions and programs that they teach at are not DPS schools. However, the group approved providing these teachers (currently 6) with Hard to Serve incentives (starting in 2008/2009) due to the nature of the institutions that they work at, similar to defining all alternative schools Hard to Serve.

Information:

X. RFP for external evaluator (Bria)

The RFP will be ready for distribution on January 11, 2008 and the proposals are due back by February 8, 2008. Finalists will be asked to present to members of the ProComp team and purchasing during the beginning of March and a recommendation will be made to the Transition Team during the March meeting. Pending approval by the Transition Team, the award will be made in March and the final evaluation will be due the following November, 2009. This will allow the evaluator the necessary time to include data from the 2006/2007, 2007/2008, and 2008/2009 school years.

XI. Trust Board read-out (Kathy)

The Trust Board recognized the protocol's non-binding nature and agreed to the elimination of the technical paper. The board also recognized the necessity of the group to establish procedures in alignment with the scope of the Trust Board Agreement. They are considering funding a portion of the ProComp administrative expense, which will be discussed further at their January meeting.

XII. Distinguished Schools (Jeff/Dennis)

Using the same criteria as last year, the Distinguished Schools list is expected to be finalized mid-January. The district's new criteria for determining distinguished schools (the School Performance Framework) will not be available for school-specific analysis until later this Spring. The group asked for more training on the framework before implementation of the new criteria for 2007/2008 Distinguished school element.

XIII. Exceeding Expectations update (Jeff/Dennis)

The data that connects specific teachers with CSAP-specific growth has been collected and analyzed. Currently work is being done to determine the correct cut-points (what growth percentile should be considered "exceeds" expectations and what percent of children should have achieved that percentile). Analysis will be done on both ProComp and non-ProComp employees and the list will be validated before any payments are made.