



Denver Public Schools
Professional Compensation System for Teachers

ProComp

Transition Team Meeting

January 16, 2008

MINUTES

Present: Jeff Buck, Kathy Kochis, Anna Marcuerquiga-Hughes, Margaret Bobb, Rob Gould, Brad Jupp, Henry Roman, Brett Fuhrman, Adrienne Army, Mike Gaither; Support: Bria Cunneen

Absent: Cal Hosman, Ann Christy

I. Review agenda - (Kathy Kochis)

Action Items:

II. Approve meeting minutes (Kathy)

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

III. Finalize the Hard to Serve List for '08-09 (Bria Cunneen)

The Hard to Serve 2008/2009 list was reviewed by the transition team and approved. A timing issue was discussed relating to the date of the Free and Reduced Lunch data, the list date and the date of the payments. The team decided to finalize the list in the fall for the start of the spring staffing round (i.e. finalize based on FRL October 2007 count for Spring 2008 staffing). The payments will be made to those teachers in Hard to Serve schools that following June (i.e. June 2009). This will enable the list to be finalized at the appropriate time and will eliminate the need for exceptions that might be necessary if the list was edited to reflect the FRL October 2008 count.

IV. Review the "What is ProComp" deck (Kathy)

Kathy reviewed a presentation created to address the original goals and current state of the ProComp program. She highlighted the current discrepancy between the two financial models that are being used to predict the financial future of the program; work is currently being done to reconcile the two models. DCTA feels this document needs to be revised and revisited.

V. Discuss extension on contract (Kathy)

Based on the previous conversation, the suggestion was made on behalf of the district to extend the opening of the ProComp Agreement which is scheduled to close January 19, 2008. The group expressed strong interest in first closing and ratifying the language (non-substantive) changes that have been completed.

Discussion then centered around the sense of urgency the district feels in addressing not only the surplus issue, but also the current problems DPS has in attracting and retaining qualified, high performing educators and in managing a complex compensation program. The group feels more conversation is necessary before the ProComp agreement is opened again.

The group also decided to meet in the next 2 weeks (Wednesday, January 30th) to discuss the initial data gathered (Dr. Wiley's internal evaluation of the program and Janus' review of the fiscal model), the goals and tradeoffs on each side and the main problems that need solving in the ProComp program.

Information:

VI. Principal Compensation Plan (Kathy)

Kathy distributed the Principal Compensation presentation that was communicated to the Principals and APs earlier this month. She highlighted the elements and suggested that the team consider using this program as a basis to create alignment within the schools. This would enable the entire schoolhouse, from principals to teachers, to focus and move in the same direction with similar monetary incentives and rewards. It was also suggested that Bob Good return and present the School Performance Framework again to the group as the Principal Compensation Plan is based in large part on the SPF.