



# Denver Public Schools EL13 - Staff Compensation Monitoring Report

June 2023

Board policy is indicated in **bold** typeface throughout.

I hereby present my monitoring report on your Ends policy E-5, "Post Graduation and Global Citizenship" according to the schedule set out. I certify that the information contained in this report is true, and represents compliance with all aspects of the policy unless specifically stated otherwise.

Signed *Alex Nanno*, Superintendent

Date 6/30/2023

## Policy Statement:

**With respect to employment compensation and benefits for employees, the Superintendent shall take reasonable steps to ensure the fiscal integrity of the district.**

**Accordingly, the Superintendent will:**

- 1. Not change his or her own compensation and benefits;**
- 2. Refrain from promising or implying permanent or guaranteed employment;**
- 3. Create obligations only for a term in which revenues can be safely projected and in no event create obligations longer than one year, unless a multi-year contract with an employee association includes a provision under TABOR that creates an option for exit under a multi-year contract; and**
- 4. Develop and implement salary schedules and/or pay plans for licensed personnel that: [NOTE: Sub-paragraphs a and b relate to salary schedules. If the Board decides to implement performance pay, sub-paragraphs a and b will not apply.]**
  - a. Compensate the district's regular teaching personnel commensurate with at least the teacher's education and prior experience;**
  - b. Condition salary increments upon evidence of the continued professional growth of the teacher;**
  - c. Recognize that, within the framework of state statutes, employees who do not comply with the requirements of the district and state may not be granted salary increases or be retained on the staff;**
  - d. Link compensation with performance; and**
  - e. Comply with all requirements of state law.**
- 5. Develop and implement compensation plans to attract and maintain top quality staff, staff of color and LGBTQ+ staff members;**
- 6. Develop and implement salary schedules and/or pay plans for classified personnel; and**

## 7. Develop and implement salary schedules and/or pay plans for administrative personnel.

Adopted:[October 21, 2021]

### LEGAL REFS.:

C.R.S. 22-32-110 (5) (salaries/benefits subject to reopening)

C.R.S. 22-44-115.5 (2) (reductions in salary or alteration of work year due to fiscal emergency)

C.R.S. 22-63-202 (teacher employment contracts and RIF)

C.R.S. 22-63-401 through 403 (teacher employment, compensation, and dismissal)

C.R.S. 22-69-101 et seq. (grant program for alternative teacher compensation plans)

### Monitoring Method:

Monitoring Data:

Monitoring Frequency: Annually

### Definitions:

- **TABOR:** Taxpayer's Bill of Rights. TABOR allows the state to retain and spend an amount based on the based on the prior fiscal year's actual revenue or limit, whichever was lower, grown by Colorado inflation and population growth and adjusted for any "voter-approved revenue changes"
- **LGBTQ+:** Lesbian, gay, bisexual, transgender, queer or questioning. The + includes other sexual identities and orientations not covered in the acronym.

## EL-13 Reasonable Interpretation

The most valuable resource in our school district is the human resource of our staff. This makes up 84% of the General Fund for Employees of DPS. As a result, we have to establish policies which empower our various employee groups to feel a sense of value in providing the very best services for our students. We need to have compensation packages for our employees that reflect our appreciation for the value they bring to the district.

As part of this policy, I understand the importance of using best practices in Employee Compensation in order to achieve success for our students. The pandemic has underscored the fact that school district employees have a difficult job. Teachers were asked to continue to be on the front lines to support students during the mental health and safety crisis caused by the pandemic. Many teachers stepped up to meet the challenge and many teachers decided that the "ask" was too much of a risk to their lives. As a result, teachers are leaving the profession and need to be compensated in line with the risk of their jobs.

As the leader of this great district, I must be mindful of the fine balance of keeping all employee groups well-compensated while also focusing on the results we achieve as a system. I must be reflective of whether or not we have the right employees, right systems and right leadership to achieve the Ends policies set forth by the Board of Education.

Accordingly, I agree to:

1. Not change my own compensation and benefits;
2. Refrain from promising or implying permanent or guaranteed employment;
3. Create obligations only for a term in which revenues can be safely projected and in no event create obligations longer than one year, unless a multi-year contract with an employee association includes a provision under TABOR that creates an option for exit under a multi-year contract; and

4. Develop and implement salary schedules and/or pay plans for licensed personnel that: *[NOTE: Sub-paragraphs a and b relate to salary schedules. If the Board decides to implement performance pay, sub-paragraphs a and b will not apply.]*
  - a. Compensate the district's regular teaching personnel commensurate with at least the teacher's education and prior experience;
  - b. Condition salary increments upon evidence of the continued professional growth of the teacher;
  - c. Recognize that, within the framework of state statutes, employees who do not comply with the requirements of the district and state may not be granted salary increases or be retained on the staff;
  - d. Link compensation with performance; and
  - e. Comply with all requirements of state law.
5. Develop and implement compensation plans to attract and maintain top quality staff, staff of color and LGBTQ+ staff members;
6. Develop and implement salary schedules and/or pay plans for classified personnel; and
7. Develop and implement salary schedules and/or pay plans for administrative personnel.

### Standard - RI Must-haves

- The standard of measurement for one or more parts of the policy
- The level of achievement on the standard for one or more parts of the policy
- The rationale for the standard of measurement for one or more parts of the policy
- The rationale for the level of achievement on the standard for one or more parts of the policy
- Is the interpretation reasonable?
- Is the data sufficient to support compliance?

### Outcome

Compliance with this Executive Limitation 13 will be achieved for 22/23 when the following measures are in the affirmative and has evidence of such:

Measure	FOS/DR	Timing	Justification
1. Not change my own compensation and benefits;	FOS	September	Demonstrates compliance with Executive Limitation
2. Refrain from promising or implying permanent or guaranteed employment;	DR	September	Demonstrates compliance with Executive Limitation
3. Create obligations only for a term in which revenues can be safely projected and in no event create obligations longer than one year, unless a multi-year contract with an employee association includes a provision under TABOR that creates an option for exit under a multi-year contract; and	FOS	September	Demonstrates compliance with Executive Limitation
4. Develop and implement salary schedules and/or pay plans for licensed personnel that: <i>[NOTE: Sub-paragraphs a and b relate to salary schedules. If the</i>	DR	June	Demonstrates compliance with Executive Limitation

<p><i>Board decides to implement performance pay, sub-paragraphs a and b will not apply.]</i></p> <p>Compensate the district’s regular teaching personnel commensurate with at least the teacher’s education and prior experience;          Condition salary increments upon evidence of the continued professional growth of the teacher;          Recognize that, within the framework of state statutes, employees who do not comply with the requirements of the district and state may not be granted salary increases or be retained on the staff;          Link compensation with performance; and          Comply with all requirements of state law.</p>			
5. Develop and implement compensation plans to attract and maintain top quality staff, staff of color and LGBTQ+ staff members;	DR	June	Demonstrates compliance with Executive Limitation
6. Develop and implement salary schedules and/or pay plans for classified personnel; and	DR	August	Demonstrates compliance with Executive Limitation
7. Develop and implement salary schedules and/or pay plans for administrative personnel.	DR	August	Demonstrates compliance with Executive Limitation

### Aggregation Methodology

I will be successful if I meet 75% of the measures above.

### Evidence of Outcomes Achieved

**Goal:** Demonstrate Compliance with this Executive Limitation

#### June Measures

Measure	Family of Schools/District Run Schools	Timing	Compliant?
<p>4. Develop and implement salary schedules and/or pay plans for licensed personnel that: <i>[NOTE: Sub-paragraphs a and b relate to salary schedules. If the Board decides to implement performance pay, sub-paragraphs a and b will not apply.]</i></p> <p>A. Compensate the district’s regular teaching personnel commensurate with at least the teacher’s education and prior experience;            B. Condition salary increments upon evidence of the continued professional growth of the teacher;            C. Recognize that, within the framework of state statutes, employees who do not comply with</p>	District Run	June	<b>YES</b>

<p>the requirements of the district and state may not be granted salary increases or be retained on the staff;</p> <p>D. Link compensation with performance; and</p> <p>E. Comply with all requirements of state law.</p>			
<p>5. Develop and implement compensation plans to attract and maintain top quality staff, staff of color and LGBTQ+ staff members;</p>	District Run	June	<b>YES</b>

## Summary

**The district is compliant with all aspects of EL-13 within this monitoring report.**

The [2023-24 DCTA Step and Grade Schedule](#) outlines compensation for licensed personnel. The [2022-25 collective bargaining agreement includes](#) demonstration of compliance with EL-13. Specifically, how compensation is tied to education and experience is discussed beginning on [page 117 of the collective bargaining agreement](#).

We have outlined our compensation philosophy for the district here, in alignment with our Strategic Roadmap and Ends Statement 1 Equity. The [Overview of Compensation Processes](#) outlines our processes for setting and updating compensation. The [Guiding Principles](#) outline our beliefs and practices to ensure that compensation is attracting the best talent to Denver Public Schools. This year we conducted a market review process ([Key Jobs Market Review Guidelines](#)) to ensure that our compensation is competitive and attracting and keeping talent in DPS. For more information regarding compliance for each specific bargaining unit, you can refer to the [Employee Associations](#) webpage to access the compensation plans and bargaining agreements for each.

All of the above resources clearly lay out how we, as a District, "develop and implement compensation plans to attract and maintain top quality staff". And while we have developed a broad Strategic Roadmap that expresses as our goal "to recruit, hire, retain, and advance team members of marginalized identities at all levels of the organization," it should be noted that we do not develop separate compensation structures, plans, practices, policies, etc. for different groups (i.e. staff of color, LGBTQ+, etc.), as doing so would be discriminatory and would invite lawsuits. We are striving for a safe and welcoming environment for all of our employees.

## Additional Resources

None

## Explanatory notes for preparing a monitoring report

### Non-compliance:

N/A