

Summary Observations

Total Positions growing faster than enrollment
 Total salaries growing faster than positions and enrollment
 Pupils/Teacher down
 Teacher Salaries/pupil up 4.9% (\$3,129) <==
 Non Teacher Salaries growing faster than Teacher Salar <==
 Non-Teacher Positions up more than teacher positions
 Teacher stats show that teachers are bearing the brunt of compensation structure changes.
 Teachers are 40% of the positions in the District.
 Only 4% of people getting bonuses are teachers
 Teachers only get 1.4% of the bonus pool \$
 ==> This information can be looked at down to neighborhood and school level. Would need to do more CORA requests to complete data.

Global Comments

* Teachers are people with "teacher" in their title. Ask CORA how DPS counts teachers?
 * They said they had confidence in this dataset but FY2013 is SY 12-13, which looks off in places. Confirm confidence with CORA.
 To get Central we need full Lawson codes and lookup data from CORA. Too many assumptions to make right now so just did teacher/non-tea

	2013	2014	2015	2016	2017	2018	2019	2020	13-19	14-19	Comments
DISTRICT-WIDE											
Total Enrollment	83,377	86,043	88,839	90,234	91,132	91,794	91,998	92,112	10.3%	6.9%	
<i>Enrollment Growth</i>		3.2%	3.2%	1.6%	1.0%	0.7%	0.2%	0.1%			
Total Positions	16,126	16,141	16,472	16,647	17,994	17,591	18,118		12.4%	12.2%	PT/FT or split positions (people wearin
<i>Total Positions Growth</i>		0.1%	2.1%	1.1%	8.1%	-2.2%	3.0%	-100.0%			
<i>Pupil/Position</i>	5.2	5.3	5.4	5.4	5.1	5.2	5.1		-1.8%	-4.7%	
Total Salaries	\$ 441,433,007	\$ 503,431,358	\$ 526,844,597	\$ 561,367,805	\$ 581,362,042	\$ 586,590,185	\$ 600,455,866		36.0%	19.3%	
<i>Total Salaries Growth</i>		14.0%	4.7%	6.6%	3.6%	0.9%	2.4%	-100.0%			
<i>Total Salaries/Pupil</i>	\$ 5,294	\$ 5,851	\$ 5,930	\$ 6,221	\$ 6,379	\$ 6,390	\$ 6,527				
Min Salary	-	-	-	-	-	-	-				research zero salary positions. Skewing
Max Salary	\$ 218,450	\$ 222,011	\$ 225,918	\$ 225,918	\$ 236,220	\$ 236,220	\$ 242,125			9%	
Median Salary	\$ 109,225	\$ 111,006	\$ 112,959	\$ 112,959	\$ 118,110	\$ 118,110	\$ 121,063			9%	
Mean Salary	\$ 27,374	\$ 31,190	\$ 31,984	\$ 33,722	\$ 32,309	\$ 33,346	\$ 33,141			6%	
SD	\$ 22,942	\$ 25,261	\$ 25,294	\$ 25,365	\$ 26,781	\$ 27,132	\$ 27,877			10%	
TEACHERS*											
Total Teacher Positions	7,415	6,348	6,521	6,468	6,591	7,053	7,238		-2.4%	14.0%	* Positions with "teacher" in title
<i>Teacher Positions Annual Growth</i>		-14.4%	2.7%	-0.8%	1.9%	7.0%	2.6%	-100.0%			What happened to teacher positions t
<i>Teacher Positions % Total Positions</i>	46%	39%	40%	39%	37%	40%	40%		-6%	1%	
<i>Pupils/Teacher Position</i>	11	14	14	14	14	13	13		13.0%	-6.2%	Look into split positions, PTE, and Par:
<i>Teachers/Pupil</i>	0.09	0.07	0.07	0.07	0.07	0.08	0.08		-11.5%	6.6%	

Total Teacher Salaries	\$ 250,621,173	\$ 256,688,786	\$ 256,620,179	\$ 270,771,864	\$ 268,091,175	\$ 276,803,243	\$ 287,837,939		14.8%	12.1%	Teacher comp is growing faster than e
Total Salaries Growth		2.4%	0.0%	5.5%	-1.0%	3.2%	4.0%	-100.0%			
Teacher Salaries % Total Salaries	57%	51%	49%	48%	46%	47%	48%		-8.8%	-3.1%	<=== drop 2013?
Total Teacher Salaries/Pupil	\$ 3,006	\$ 2,983	\$ 2,889	\$ 3,001	\$ 2,942	\$ 3,015	\$ 3,129		4.1%	4.9%	
Total Teacher Salaries/Pupil Growth		-0.8%	-3.2%	3.9%	-2.0%	2.5%	3.8%	-100.0%		0.7%	
Min Salary	-	-	-	-	-	-	-				research zero salary positions. Skewing
Max Salary	\$ 96,188	\$ 113,586	\$ 115,573	\$ 119,999	\$ 102,900	\$ 105,216	\$ 101,101			-11%	
Median Salary	\$ 48,094	\$ 56,793	\$ 57,787	\$ 59,999	\$ 51,450	\$ 52,608	\$ 50,550			-11%	
Mean Salary	\$ 33,799	\$ 40,436	\$ 39,353	\$ 41,863	\$ 40,675	\$ 39,246	\$ 39,768			-2%	
SD	\$ 18,877	\$ 19,786	\$ 20,629	\$ 19,029	\$ 22,080	\$ 23,038	\$ 23,583			19%	variability in teachers salaries > DW an
NON-TEACHERS											
Total Non-Teacher Positions	8,711	9,793	9,951	10,179	11,403	10,538	10,880		24.9%	11.1%	
Non-Teacher Positions Annual Growth		12.4%	1.6%	2.3%	12.0%	-7.6%	3.2%	-100.0%			
Non-Teacher Positions % Total Positions	54%	61%	60%	61%	63%	60%	60%		6%	-1%	
Total Non-Teacher Salaries	\$ 190,811,833	\$ 246,742,573	\$ 270,224,418	\$ 290,595,940	\$ 313,270,867	\$ 309,786,942	\$ 312,617,926		63.8%	26.7%	2013 issue
Total Salaries Growth		29.3%	9.5%	7.5%	7.8%	-1.1%	0.9%	-100.0%			
Non-Teacher Salaries % Total Salaries	43%	49%	51%	52%	54%	53%	52%		8.8%	3.1%	<=== drop 2013?
Total Non-Teacher \$/Pupil	\$ 2,289	\$ 2,868	\$ 3,042	\$ 3,220	\$ 3,438	\$ 3,375	\$ 3,398		48.5%	18.5%	
Min Salary	-	-	-	-	-	-	-				research zero salary positions. Skewing
Max Salary	\$ 218,450	\$ 222,011	\$ 225,918	\$ 225,918	\$ 236,220	\$ 236,220	\$ 242,125			9%	
Median Salary	\$ 109,225	\$ 111,006	\$ 112,959	\$ 112,959	\$ 118,110	\$ 118,110	\$ 121,063			9%	
Mean Salary	\$ 21,905	\$ 25,196	\$ 27,156	\$ 28,549	\$ 27,473	\$ 29,397	\$ 28,733			14%	
SD	\$ 24,618	\$ 26,585	\$ 26,859	\$ 27,447	\$ 28,039	\$ 28,894	\$ 29,592			11%	
Instructional Superintendents											
Total IS Positions				14	16	16	11				Includes
IS Positions Annual Growth					14.3%	0.0%	-31.3%	-100.0%			INSTRUCTIONAL SUPERINTENDENT LEAD INSTRUCTIONAL SUPERINTENDEI INSTRUCTIONAL SUPERINTENDENT, TE
Total IS Salaries				\$ 1,638,241	\$ 1,945,507	\$ 1,974,384	\$ 1,384,690				INSTRUCTIONAL SUPERINTENDENT, EA HOURLY, INSTRUCTIONAL SUPERINTEN
Total Salaries Growth					18.8%	1.5%	-29.9%	-100.0%			
Total IS \$/Pupil	\$ -	\$ -	\$ -	\$ 18	\$ 21	\$ 22	\$ 15				
Min Salary				\$ 110,001	\$ 77,770	\$ 77,770	\$ 77,770				
Max Salary				\$ 132,548	\$ 136,524	\$ 138,913	\$ 134,636				
Median Salary				\$ 117,589	\$ 121,901	\$ 125,146	\$ 127,428				
Mean Salary				\$ 116,980	\$ 120,448	\$ 122,639	\$ 124,356				

SD \$ 5,479 \$ 11,209 \$ 11,418 \$ 12,506

BONUS

Total Bonus	\$ 314,202	\$ 591,930	\$ 756,126	\$ 645,600	\$ 564,854	\$ 909,972	\$ 1,099,726		250.0%	85.8%
<i>Total Bonus Growth</i>		88.4%	27.7%	-14.6%	-12.5%	61.1%	20.9%	-100.0%		
Employees getting bonus	37	64	162	201	157	1,180	1,073			
Min bonus	\$ 313	\$ 3,563	\$ 50	\$ 50	\$ 20	\$ 30	\$ 6			-100%
Max bonus	\$ 34,720	\$ 34,720	\$ 34,720	\$ 39,438	\$ 34,720	\$ 36,500	\$ 64,200			85%
Median	\$ 17,517	\$ 19,141	\$ 17,385	\$ 19,744	\$ 17,370	\$ 18,265	\$ 32,103			68%
Mean	\$ 8,492	\$ 9,249	\$ 4,667	\$ 3,212	\$ 3,598	\$ 771	\$ 1,025			-89%
SD	\$ 5,329	\$ 4,899	\$ 5,710	\$ 5,920	\$ 5,251	\$ 2,746	\$ 4,451			-9%

paras & bus drivers

Teacher Bonus				\$ 4,628	\$ 7,170	\$ 38,391	\$ 14,900		#DIV/0!	222.0%
Teachers getting bonus				1	8	33	41			
<i>Teacher Bonus Pool Growth</i>					54.9%	435.4%	-61.2%	-100.0%		
<i>Percentage of total bonus \$</i>				0.7%	1.3%	4.2%	1.4%	63.4%		
<i>% of people getting bonus</i>				0%	5%	3%	4%			
Min bonus				\$ 4,628	\$ 170	\$ 38	\$ 75			-98.4%
Max bonus				\$ 4,628	\$ 1,000	\$ 1,500	\$ 500			-89.2%
Median				\$ 4,628	\$ 1,000	\$ 1,500	\$ 350			-92.4%
Mean				\$ 4,628	\$ 896	\$ 1,163	\$ 363			-92.1%
SD					\$ 293	\$ 576	\$ 142			-51.5%

Non-Teacher Bonus	\$ 314,202	\$ 591,930	\$ 756,126	\$ 640,972	\$ 557,684	\$ 871,581	\$ 1,084,826		245.3%	83.3%
<i>Non-Teacher Bonus Growth</i>		88.4%	27.7%	-15.2%	-13.0%	56.3%	24.5%	-100.0%		
Non-Teachers getting bonus	37	64	162	200	149	1,147	1,032			
<i>% of people getting bonus</i>	100%	100%	100%	100%	95%	97%	96%			
Min bonus	\$ 313	\$ 3,563	\$ 50	\$ 50	\$ 20	\$ 30	\$ 6			-88.7%
Max bonus	\$ 34,720	\$ 34,720	\$ 34,720	\$ 39,438	\$ 34,720	\$ 36,500	\$ 64,200			62.8%
Median	\$ 8,400	\$ 8,250	\$ 2,000	\$ 2,000	\$ 500	\$ 204	\$ 197			-90.2%
Mean	\$ 8,492	\$ 9,249	\$ 4,667	\$ 3,205	\$ 3,743	\$ 760	\$ 1,051			-67.2%
SD	\$ 5,329	\$ 4,784	\$ 5,141	\$ 5,139	\$ 5,175	\$ 2,399	\$ 3,754			-27.5%

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g?

total from 2013-2014

as. How many teachers have to wear 2+ hats? How many are PT?

rollment

g?

id non-teachers.

g?

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TEMPORARY

EARLY EDUCATION

IDENT

