

Des Moines Public Schools
2007-2008 Certificated Teachers Salary Schedule

				I	II	III	IV	V
	RN	RN + 30	SUCCESS	BA	BA + 15	MA	MA + 15	MA + 30
Step	Generator Base \$22,873		Generator Base \$29,763	Generator Base \$27,558				
1	25,789	28,706	33,557	31,278	32,656	34,448	35,825	37,203
2	26,276	29,192	34,190	31,898	33,276	35,136	36,514	37,892
3	27,248	30,164	35,455	33,138	34,516	36,514	37,892	39,270
4	28,220	31,136	36,720	34,379	35,757	37,892	39,270	40,648
5	29,249	32,165	38,059	35,619	36,997	39,270	40,648	42,026
6	30,336	33,252	39,473	36,859	38,237	40,648	42,026	43,404
7	*31,422	34,338	*40,886	38,099	39,477	42,026	43,404	44,782
8		*35,396		39,339	40,717	43,404	44,782	46,160
9				40,648	42,026	44,851	46,160	47,538
10				42,026	43,404	46,366	47,538	48,915
				#	#	#	#	#
11				43,404	44,782	47,882	48,984	50,293
12				*44,782	*46,160	49,398	50,500	51,671
13						*50,913	*52,016	53,118
14								*54,634

*** Steps do not necessarily indicate years of experience.

Generator Base **\$27,558**

Non-degreed nurses' generator base= 83% of teachers' generator base.

Non-certificated SUCCESS employees' generator base = 108% of teachers' generator base.

Minimum salary for certificated teachers **\$31,278**

Maximum starting salary for new certificated teachers-Step 14.

Training increment. Not eligible to advance except upon completion of 6 semester hours of approved work during the preceding 5 yrs.

* =Maximum step for lane

ADDITIONS TO SALARY

RN + 60 approved hrs.--\$400 additional

PHD--\$1,000 additional

LONGEVITY: (1) Those employees who have been at the maximum of their salary column for more than 1 yr and are no longer receiving step increases shall receive additional salary computed on the % of the generator base as follows:

Step	Lane	%	Amount of Longevity	Total Salary= Max Step + Longevity
Step 8	SUCCESS	2.00	\$595	\$42,189
Steps 10 and above	SUCCESS	3.00	\$893	\$42,486
Steps 8 and above	RN	7.00	\$1,601	\$33,566
Steps 9 and above	RN+30	7.50	\$1,715	\$37,626
Steps 13 and above	BA	8.00	\$2,205	\$47,675
Steps 13 and above	BA+15	8.50	\$2,342	\$49,191
Steps 14 and above	MA	9.00	\$2,480	\$54,151
Steps 14 and above	MA+15	9.50	\$2,618	\$55,392
Steps 15 and above	MA+30	10.00	\$2,756	\$58,147

(2) In addition to the above longevity, those employees who have been at Step 20 of their salary column for more than one year (Steps 21 and above) shall receive additional salary/longevity at 2.5% of the generator base: RN=\$572; SUCCESS=\$744; and BA through MA+30=\$689. This amount should be added to the "Total Salary" listed in the above table.

Recruitment Incentive=The Employer has the sole discretion to post positions on or about January 1, April 1, and July 1 identified as acute shortage areas and to provide a recruitment incentive of \$3000. Receipt of this incentive will be contingent upon provision of satisfactory service with payment equally distributed over a 3-yr period, e.g. 78 bi-weekly payments.