

Des Moines Public Schools
2009-2010 Certificated Teachers Salary Schedule

				I	II	III	IV	V
	RN	RN + 30	SUCCESS	BA	BA + 15	MA	MA + 15	MA + 30
Step	Generator Base \$23,697		Generator Base \$30,834	Generator Base \$28,550				
1	26,718	29,740	34,765	32,404	33,832	35,688	37,115	38,543
2	27,222	30,243	35,421	33,047	34,474	36,401	37,829	39,256
3	28,229	31,250	36,731	34,331	35,759	37,829	39,256	40,684
4	29,236	32,258	38,041	35,616	37,044	39,256	40,684	42,111
5	30,303	33,324	39,429	36,901	38,328	40,684	42,111	43,539
6	31,428	34,450	40,894	38,186	39,613	42,111	43,539	44,966
7	*32,554	35,575	*42,358	39,470	40,898	43,539	44,966	46,394
8		*36,671		40,755	42,183	44,966	46,394	47,821
9				42,111	43,539	46,465	47,821	49,249
10				43,539	44,966	48,035	49,249	50,676
				#	#	#	#	#
11				44,966	46,394	49,606	50,748	52,104
12				*46,394	*47,821	51,176	52,318	53,531
13						*52,746	*53,888	55,030
14								*56,600

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

Generator Base **\$28,550**

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 **\$32,404**

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	2.50	\$771	\$43,862
Steps 10 and above	SUCCESS	3.50	\$1,079	\$44,170
Steps 8 and above	RN	7.50	\$1,777	\$34,894
Steps 9 and above	RN+30	8.00	\$1,896	\$39,100
Steps 13 and above	BA	8.50	\$2,427	\$49,534
Steps 13 and above	BA+15	9.00	\$2,570	\$51,105
Steps 14 and above	MA	9.50	\$2,712	\$56,244
Steps 14 and above	MA+15	10.00	\$2,855	\$57,528
Steps 15 and above	MA+30	10.50	\$2,998	\$60,383

(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=\$592; SUCCESS=\$771; and BA through MA+30=\$714. 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.