

Des Moines Public Schools 2015-16 Certificated Teachers Salary Schedule

	RN	RN + 30	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30
Step	Generator Base \$25,411		Generator Base \$30,616					
1	28,651	31,891	39,719	41,250	41,786	43,240	44,771	46,302
2	29,191	32,431	40,408	41,939	43,163	44,005	45,536	47,067
3	30,271	33,511	41,786	43,317	44,541	45,536	47,067	48,598
4	31,351	34,591	43,163	44,694	45,919	47,067	48,598	50,129
5	32,494	35,734	44,541	46,072	47,297	48,598	50,129	51,659
6	33,701	36,941	45,919	47,450	48,674	50,129	51,659	53,190
7	*34,908	38,148	47,297	48,827	50,052	51,659	53,190	54,721
8		*39,324	48,674	50,205	51,506	53,190	54,721	56,252
9			50,129	51,659	53,037	54,798	56,252	57,783
10			51,659	53,190	54,568	56,481	57,783	59,313
			#	#	#	#	#	#
11			53,190	54,721	56,099	58,165	59,390	60,844
12			*54,721	*56,252	*56,864	59,849	61,074	62,375
13						*61,533	*62,758	*63,982

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

Generator Base **\$30,616**

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

Minimum salary for certificated teachers **\$39,719**

Maximum starting salary for new certificated teachers - Step 13.

#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

Salaries include additional **\$4,970 Teacher Compensation pay which is subject to change annually. You must be eligible to receive Teacher Compensation pay.

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 year shall receive additional salary computed on the % of the generator base as follows plus the amount of the embedded step:

Step	Lane	%	Longevity Amount	Longevity Step	Total Salary
Steps 8 and above	RN	8.75	2,223	604	37,735
Steps 9 and above	RN+30	9.25	2,351	571	42,426
Steps 13 and above	BA	9.75	2,985	765	58,471
Steps 13 and above	BA+15	10.25	3,138	765	60,155
Steps 13 and above	BA+30	10.75	3,291	919	61,074
Steps 14 and above	MA	11.25	3,444	842	65,819
Steps 14 and above	MA+15	11.75	3,597	842	67,197
Steps 14 and above	MA+30	12.25	3,750	2,526	70,258

(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=\$635; and BA through MA+30=\$765. 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 \$3,000. Receipt of this incentive will be contingent upon provision of satisfactory service with payment equally distributed over a 3-yr period, e.g. 72 semi-monthly payments.

	<p>learning modalities, - which can be demonstrated through a variety of measures, including-but not limited to-portfolios, presentations, written work samples, essays, projects, performances, and tests. Growth targets must be based on the curriculum being taught and the District Graduate Ends and shall never be based solely on nationally-available, norm referenced tests. If the student growth targets are met, the teacher shall receive the additional financial compensation, which represents additional pay above and beyond the contractual salary, not a bonus. If student growth targets are not met, there will be no evaluative repercussions; however, teachers are encouraged, with support from their team, to reflect on the results and consider if adjustments in the teacher's practice and/or assessment method should be adjusted for the subsequent year.</p> <p>Teachers in year nine will have an earned master's degree in teacher effectiveness through the district program from an accredited university and will be compensated per the already existing salary schedule on the appropriate cell for their experience and education.</p> <p>Current Contract Sections B. Supplemental Job Assignments, C. Extra Duties, G. Schedule of Payment, and H. Personal Property Damage, will remain in force.</p>
XVII.	Current Contract
XVIII.	Current Contract
XIX.	Current Contract
XX.	Current Contract
XXI.	Current Contract

2015-2016 Alternative Teacher Salary Schedule

Step	Lane I	Lane II
	1.0%	1.5%
1	40,625	40,625
2	40,984	41,164
3	41,347	41,711
4	41,713	42,266
5	46,083	46,083
6	46,497	46,703
7	46,915	47,333
8	47,337	47,972

Regular Teacher Salary Schedule Base = \$29,165

Salaries include additional \$4,970 Teacher Compensation Pay which is subject to change annually.

You must be eligible to receive Teacher Compensation Pay.

- New to the profession teachers are eligible to be hired on the Alternative Teacher Salary Schedule. See Comprehensive Agreement for additional requirements.
- Teachers in years one through four will receive an increase of pay equivalent to 1% of their base pay for successfully completing a year's service and, if making adequate progress in the collaboratively-established professional development program, will receive another 0.5% increase.
- Teachers in years five through eight will receive an increase of pay equivalent to 1% of their base pay for successfully completing a year's service and making adequate progress in the collaboratively-established professional development and master's program.
- Teachers in years five through eight will have the option of earning another 0.5% increase on their base salary by meeting student learning growth targets.
- Teachers in year nine will have an earned master's degree in teacher effectiveness through the district program from an accredited university and will be compensated per the already existing Certificated Teacher Salary Schedule on the appropriate cell for their experience and education.

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 \$3,000. Receipt of this incentive will be contingent upon provision of satisfactory service with payment equally distributed over a 3-yr period, e.g. 72 semi-monthly payments.

Appendix 5: Wellness Appendix

The District will provide to all employees a wellness program to benefit the health and wellness of all employees.

- The wellness program shall be voluntary on the part of the individual employee.
- The District will not receive individual personal health information from the program pertaining to individual employees.

The 2015-2016 and 16-17 Wellness plan will consist of the following components:

1. A comprehensive wellness program will be offered to DMPS employees.
2. Employees will be eligible to earn up to \$200.00 incentive for completing specified wellness actions/activities in the 2015-2016 and 2016-2017 school years. The incentive will be broken down as follows:
 - \$50 for completing the biometric screening Step 1 (automatically reported for completion)
 - \$50 for completing the online wellness assessment (health risk assessment) Step 2 (automatically reported for completion)
 - \$100 for completing and self-reporting 6 wellness activities in Step 3 as defined by the Healthy U Program in the Healthy U Incentive Guide located on the DMPS website.
 - To qualify for the incentive dollars, completion of all wellness activities from Step 3 must be entered by the employee into the Wellmark Wellness Center Rewards page by the program deadlines.
3. Incentives earned in the Healthy U Program on the DMPS website in 2015-2016 school year will be applied towards premiums for the 2016-2017 school year. Incentives earned in the 2016-2017 school year will be applied toward the premiums for the 2017-2018 school year.
 - Should an employee fail to fully participate in the 2015-2016 or in the 2016-2017 school year he/she will be individually responsible for a \$200 annual employee contribution to the health insurance.