

Des Moines Public Schools
2016-17
Alternative Teacher Salary Schedule

Year	Base Salary	Teacher Salary Supplement	Lane I	Base Salary	Teacher Salary Supplement	Lane II
Group 1						
	2012/13 Base	\$28,725	1.41			1.41
1	35,906	4,626	40,532	35,906	4,626	40,532
	1%			1.5%		
2	36,265	4,719	40,984	36,445	4,719	41,164
3	36,628	4,908	41,536	36,991	4,908	41,899
4	36,994	4,970	41,964	37,546	4,970	42,516
Base recalculated per 2016/17 Negotiations						
	2016/17 Base	\$30,916	1.60			1.60
5	44,519	5,070	49,589	44,519	5,070	49,589
6	44,964	5,171	50,135	45,187	5,171	50,358
7	45,414	5,274	50,688	45,865	5,274	51,139
8	45,868	5,379	51,247	46,553	5,379	51,932
Group 2						
	2013/14 Base	\$29,165	1.41			1.41
1	36,404	4,719	41,123	36,404	4,719	41,123
	1%			1.5%		
2	36,768	4,908	41,676	36,950	4,908	41,858
3	37,136	4,970	42,106	37,504	4,970	42,474
4	37,507	5,070	42,577	38,067	5,070	43,137
Year 5- Estimate - Base to be recalculated per 2017/18 Negotiations						
	2017/18 Base-estimate	\$31,016	1.61			1.61
5	44,663	5,171	49,834	44,663	5,171	49,834
Group 3						
	2014/15 Base	\$29,957	1.41			1.41
1	37,331	4,908	42,239	37,331	4,908	42,239
	1%			1.5%		
2	37,704	4,970	42,674	37,891	4,970	42,861
3	38,081	5,070	43,151	38,459	5,070	43,529
4	38,462	5,171	43,633	39,036	5,171	44,207
base to be recalculated in year 5						
Group 4						
	2015/16 Base	\$30,616	1.41			1.41
1	38,270	4,970	43,240	38,270	4,970	43,240
	1%			1.5%		
2	38,653	5,070	43,723	38,844	5,070	43,914
3	39,039	5,171	44,210	39,427	5,171	44,598
4	39,430	5,274	44,704	40,018	5,274	45,292
base to be recalculated in year 5						
Group 5						
	2016/17 Base	\$30,916	1.41			1.41
1	38,645	5,070	43,715	38,645	5,070	43,715
	1%			1.5%		
2	39,031	5,171	44,202	39,225	5,171	44,396
3	39,422	5,274	44,696	39,813	5,274	45,087
4	39,816	5,379	45,195	40,410	5,379	45,789
base to be recalculated in year 5						

Future years Teacher Salary Supplement is an estimate

Note: Teachers are 'locked in' to their step ranges for four years, and then the recalculation in the fifth year will realign their subsequent four years to remove step disparities that may have developed between their Group and subsequent Groups that have been hired under the contract.

Appendix1: Salary Schedules

Des Moines Public Schools 2016-17 Certificated Teachers Salary Schedule

Step	RN	RN + 30	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30
	Generator Base \$25,660		Generator Base \$30,916					
1	28,932	32,203	40,160	41,705	42,246	43,715	45,261	46,807
2	29,477	32,749	40,855	42,401	43,638	44,488	46,034	47,580
3	30,567	33,839	42,246	43,792	45,029	46,034	47,580	49,125
4	31,658	34,930	43,638	45,184	46,420	47,580	49,125	50,671
5	32,813	36,084	45,029	46,575	47,811	49,125	50,671	52,217
6	34,032	37,303	46,420	47,966	49,203	50,671	52,217	53,763
7	35,250	38,522	47,811	49,357	50,594	52,217	53,763	55,309
8		39,709	49,203	50,748	52,062	53,763	55,309	56,854
9			50,671	52,217	53,608	55,386	56,854	58,400
10			52,217	53,763	55,154	57,086	58,400	59,946
			#	#	#	#	#	#
11			53,763	55,309	56,700	58,787	60,023	61,492
12			55,309	56,854	57,473	60,487	61,724	63,038
13						62,187	63,424	64,661

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

Generator Base **\$30,916**

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

Minimum salary for certificated teachers **\$40,160**

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 \$5,070 Teacher Compensation pay which is subject to change annually. You must be eligible to receive Teacher Compensation pay.

ADDITIONS TO SALARY

RN + 80 approved hrs.--\$400 additional

MA+45--\$500 additional

PHD--\$1,500 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	2,245	609	38,105
Steps 9 and above	RN+30	9.25	2,374	577	42,660
Steps 13 and above	BA	9.75	3,014	773	59,096
Steps 13 and above	BA+15	10.25	3,169	773	60,796
Steps 13 and above	BA+30	10.75	3,323	927	61,724
Steps 14 and above	MA	11.25	3,478	850	66,516
Steps 14 and above	MA+15	11.75	3,633	850	67,907
Steps 14 and above	MA+30	12.25	3,787	2,551	70,998

(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=\$642; and BA through MA+30=\$773. 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.