

For the Teacher Contract Database calculations, we used a combination of the Alternative Teacher Salary Schedule and Traditional Teacher Salary Schedule. Teachers begin on the Alternative Teacher Salary Schedule and after completing Step 8, move to the appropriate step on the Traditional Salary Schedule.

Des Moines Public Schools

2013-14

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 \$4,719 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.

Des Moines Public Schools
2013-2014 Certificated Teachers Salary Schedule

	RN	RN + 30	SUCCESS	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30
Step	Generator Base \$24,207		Generator Base \$31,498	Generator Base \$29,165					
1	27,293	30,380	35,514	37,821	39,280	39,790	41,175	42,634	44,092
2	27,808	30,894	36,183	38,477	39,936	41,102	41,904	43,363	44,821
3	28,837	31,923	37,522	39,790	41,248	42,415	43,363	44,821	46,279
4	29,865	32,952	38,861	41,102	42,561	43,727	44,821	46,279	47,737
5	30,955	34,041	40,278	42,415	43,873	45,040	46,279	47,737	49,196
6	32,105	35,191	41,774	43,727	45,185	46,352	47,737	49,196	50,654
7	33,254	36,341	43,270	45,040	46,498	47,664	49,196	50,654	52,112
8	35,826	37,460	46,617	46,352	47,810	49,050	50,654	52,112	53,570
9				47,737	49,196	50,508	52,185	53,570	55,029
10				49,196	50,654	51,966	53,789	55,029	56,487
				#	#	#	#	#	#
11				50,654	52,112	53,425	55,393	56,560	57,945
12				*52,112	*53,570	*54,154	56,997	58,164	59,403
13							*58,601	*59,768	60,935
14									*62,539

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

Generator Base **\$29,165**

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 **\$37,821**

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

Salaries include additional **\$4,719 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 and are no longer receiving step increases shall receive additional salary computed on the % of the generator base as follows:

Step	Lane	%	Longevity Amount	Total Salary= Max Step + Longevity
Step 8	SUCCESS	8.25	\$2,599	\$46,617
Steps 10 and above	SUCCESS	8.75	\$2,756	\$46,774
Steps 8 and above	RN	8.25	\$1,997	\$35,826
Steps 9 and above	RN+30	8.75	\$2,118	\$40,123
Steps 13 and above	BA	9.25	\$2,698	\$55,539
Steps 13 and above	BA+15	9.75	\$2,844	\$57,144
Steps 13 and above	BA+30	10.25	\$2,989	\$58,018
Steps 14 and above	MA	10.75	\$3,135	\$62,538
Steps 14 and above	MA+15	11.25	\$3,281	\$63,851
Steps 15 and above	MA+30	11.75	\$3,427	\$66,768

(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=\$605; SUCCESS=\$787; and BA through MA+30=\$729. 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.