

Des Moines Public Schools
2017-18 Certificated Teachers Salary Schedule

Step	RN	RN + 30	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30
	Generator Base \$25,770		Generator Base \$31,048					
1	29,056	32,341	42,456	44,009	45,251	46,260	47,812	49,364
2	29,603	32,889	42,456	44,009	45,251	46,260	47,812	49,364
3	30,699	33,984	42,456	44,009	45,251	46,260	47,812	49,364
4	31,794	35,079	43,853	45,406	46,648	47,812	49,364	50,917
5	32,953	36,239	45,251	46,803	48,045	49,364	50,917	52,469
6	34,177	37,463	46,648	48,200	49,442	50,917	52,469	54,022
7	35,402	38,687	48,045	49,597	50,839	52,469	54,022	55,574
8		39,879	49,442	50,994	52,314	54,022	55,574	57,126
9			50,917	52,469	53,866	55,652	57,126	58,679
10			52,469	54,022	55,419	57,359	58,679	60,231
			#	#	#	#	#	#
11			54,022	55,574	56,971	59,067	60,309	61,784
12			55,574	57,126	57,747	60,775	62,016	63,336
13						62,482	63,724	64,966

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

Generator Base **\$31,048**

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

Minimum salary for certificated teachers **\$42,456**

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 **\$5,121 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

MA+45--\$1000 additional

PHD--\$2,000 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	2,255	612	38,268
Steps 9 and above	RN+30	9.25	2,384	580	42,843
Steps 13 and above	BA	9.75	3,027	776	59,377
Steps 13 and above	BA+15	10.25	3,182	776	61,085
Steps 13 and above	BA+30	10.75	3,338	931	62,016
Steps 14 and above	MA	11.25	3,493	854	66,829
Steps 14 and above	MA+15	11.75	3,648	854	68,226
Steps 14 and above	MA+30	12.25	3,803	2,561	71,331

(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=\$644; and BA through MA+30=\$776. 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.