

Appendix 1: Salary Schedule

Des Moines Public Schools 2010-2011 Certificated Teachers Salary Schedule

	RN	RN + 30	SUCCESS	I **BA	II **BA + 15	III **MA	IV **MA + 15	V **MA + 30
Step	Generator Base \$23,697		Generator Base \$30,834	Generator Base \$28,550				
1	26,718	29,740	34,765	36,830	38,258	40,114	41,541	42,969
2	27,222	30,243	35,421	37,473	38,900	40,827	42,255	43,682
3	28,229	31,250	36,731	38,757	40,185	42,255	43,682	45,110
4	29,236	32,258	38,041	40,042	41,470	43,682	45,110	46,537
5	30,303	33,324	39,429	41,327	42,754	45,110	46,537	47,965
6	31,428	34,450	40,894	42,612	44,039	46,537	47,965	49,392
7	*32,554	35,575	*42,358	43,896	45,324	47,965	49,392	50,820
8		*36,671		45,181	46,609	49,392	50,820	52,247
9				46,537	47,965	50,891	52,247	53,675
10				47,965	49,392	52,461	53,675	55,102
				#	#	#	#	#
11				49,392	50,820	54,032	55,174	56,530
12				*50,820	*52,247	55,602	56,744	57,957
13						*57,172	*58,314	59,456
14								*61,026

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

Generator Base **\$28,550**

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

Non-certificated SUCCESS employees' generator base = 108% of teachers' generator base.

Minimum salary for certificated teachers **\$36,830**

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 \$4,426 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 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	\$53,960
Steps 13 and above	BA+15	9.00	\$2,570	\$55,531
Steps 14 and above	MA	9.50	\$2,712	\$60,670
Steps 14 and above	MA+15	10.00	\$2,855	\$61,954
Steps 15 and above	MA+30	10.50	\$2,998	\$64,809

(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 \$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. 78 bi-weekly payment.