

Des Moines Public Schools
2012-2013 Certificated Teachers Salary Schedule

				I	II	III	IV	V
	RN	RN + 30	SUCCESS	**BA	**BA + 15	**MA	**MA + 15	**MA + 30
Step	Generator Base \$23,842		Generator Base \$31,023	Generator Base \$28,725				
1	26,882	29,922	34,978	37,229	38,665	40,532	41,969	43,405
2	27,388	30,428	35,638	37,875	39,311	41,250	42,687	44,123
3	28,402	31,442	36,956	39,168	40,604	42,687	44,123	45,559
4	29,415	32,455	38,275	40,460	41,897	44,123	45,559	46,995
5	30,488	33,528	39,671	41,753	43,189	45,559	46,995	48,432
6	31,620	34,660	41,144	43,046	44,482	46,995	48,432	49,868
7	*32,753	35,793	*42,618	44,338	45,775	48,432	49,868	51,304
8		*36,895		45,631	47,067	49,868	51,304	52,740
9				46,995	48,432	51,376	52,740	54,177
10				48,432	49,868	52,956	54,177	55,613
				#	#	#	#	#
11				49,868	51,304	54,536	55,685	57,049
12				*51,304	*52,740	56,116	57,265	58,485
13						*57,695	*58,844	59,993
14								*61,573

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

Generator Base **\$28,725**

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 **\$37,229**

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 **\$4,626 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	7.75	\$2,404	\$45,759
Steps 10 and above	SUCCESS	8.25	\$2,559	\$45,914
Steps 8 and above	RN	7.75	\$1,848	\$35,167
Steps 9 and above	RN+30	8.25	\$1,967	\$39,399
Steps 13 and above	BA	8.75	\$2,513	\$54,535
Steps 13 and above	BA+15	9.25	\$2,657	\$56,116
Steps 14 and above	MA	9.75	\$2,801	\$61,286
Steps 14 and above	MA+15	10.25	\$2,944	\$62,578
Steps 15 and above	MA+30	10.75	\$3,088	\$65,451

(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=\$596; SUCCESS=\$776; and BA through MA+30=\$718. 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.