

**Des Moines Public Schools**  
2014-15 Certificated Teachers Salary Schedule

	RN	RN + 30	SUCCESS	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30
Step	Generator Base \$24,864		Generator Base \$32,354	Generator Base \$29,957					
1	28,034	31,204	36,479	38,909	40,407	40,931	42,354	43,852	45,350
2	28,563	31,733	37,167	39,583	41,081	42,279	43,103	44,601	46,099
3	29,619	32,789	38,542	40,931	42,429	43,627	44,601	46,099	47,597
4	30,676	33,846	39,917	42,279	43,777	44,975	46,099	47,597	49,095
5	31,795	34,965	41,373	43,627	45,125	46,324	47,597	49,095	50,592
6	32,976	36,146	42,909	44,975	46,473	47,672	49,095	50,592	52,090
7	*34,157	37,327	*44,446	46,324	47,821	49,020	50,592	52,090	53,588
8		*38,477		47,672	49,169	50,443	52,090	53,588	55,086
9				49,095	50,592	51,940	53,663	55,086	56,584
10				50,592	52,090	53,438	55,311	56,584	58,082
				#	#	#	#	#	#
11				52,090	53,588	54,936	56,958	58,157	59,580
12				*53,588	*55,086	*55,685	58,606	59,804	61,077
13							*60,254	*61,452	*62,650

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

Generator Base **\$29,957**

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 **\$38,909**

Certificated staff with 0, 1, or 2 years' experience are paid the same amount as shown on step 3 of their educational lane.

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 **\$4,908** 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 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
Step 8	SUCCESS	8.75	2,831	769	48,046
Steps 10 and above	SUCCESS	9.25	2,993	769	48,208
Steps 8 and above	RN	8.75	2,176	590	36,923
Steps 9 and above	RN+30	9.25	2,300	559	41,336
Steps 13 and above	BA	9.75	2,921	748	57,258
Steps 13 and above	BA+15	10.25	3,071	748	58,906
Steps 13 and above	BA+30	10.75	3,220	899	59,804
Steps 14 and above	MA	11.25	3,370	823	64,447
Steps 14 and above	MA+15	11.75	3,520	824	65,796
Steps 14 and above	MA+30	12.25	3,670	2,472	68,792

(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=\$622; SUCCESS=\$809; and BA through MA+30=\$748. 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.

Teachers on the Alternative Contract are hired at a higher amount of pay and then receive an increase in pay of 1.5% for three years. The generator base for this contract will be renegotiated for the 2015-2016 school year.

# Des Moines Public Schools

2014-15

## Alternative Teacher Salary Schedule

<b>Step</b>	<b>Lane I</b>	<b>Lane II</b>
	<b>1.0%</b>	<b>1.5%</b>
1	40,814	40,814
2	41,173	41,353
3	41,536	41,900
4	41,902	42,455
5	46,272	46,272
6	46,686	46,892
7	47,104	47,522
8	47,526	48,161

Regular Teacher Salary Schedule Base = \$29,957

Salaries include additional \$4,908 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.