

Des Moines Public Schools
2011-2012 Certificated Teachers Salary Schedule

				I	II	III	IV	V
	RN	RN + 30	SUCCESS	**BA	**BA + 15	**MA	**MA + 15	**MA + 30
Step	Generator Base \$23,697		Generator Base \$30,834	Generator Base \$28,550				
1	26,718	29,740	34,765	36,834	38,262	40,118	41,545	42,973
2	27,222	30,243	35,421	37,477	38,904	40,831	42,259	43,686
3	28,229	31,250	36,731	38,761	40,189	42,259	43,686	45,114
4	29,236	32,258	38,041	40,046	41,474	43,686	45,114	46,541
5	30,303	33,324	39,429	41,331	42,758	45,114	46,541	47,969
6	31,428	34,450	40,894	42,616	44,043	46,541	47,969	49,396
7	*32,554	35,575	*42,358	43,900	45,328	47,969	49,396	50,824
8		*36,671		45,185	46,613	49,396	50,824	52,251
9				46,541	47,969	50,895	52,251	53,679
10				47,969	49,396	52,465	53,679	55,106
				#	#	#	#	#
11				49,396	50,824	54,036	55,178	56,534
12				*50,824	*52,251	55,606	56,748	57,961
13						*57,176	*58,318	59,460
14								*61,030

*** 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 **\$36,834**

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 \$4,430 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	2.75	\$848	\$43,939
Steps 10 and above	SUCCESS	3.75	\$1,156	\$44,247
Steps 8 and above	RN	7.75	\$1,837	\$34,954
Steps 9 and above	RN+30	8.25	\$1,955	\$39,159
Steps 13 and above	BA	8.75	\$2,498	\$54,036
Steps 13 and above	BA+15	9.25	\$2,641	\$55,606
Steps 14 and above	MA	9.75	\$2,784	\$60,745
Steps 14 and above	MA+15	10.25	\$2,926	\$62,029
Steps 15 and above	MA+30	10.75	\$3,069	\$64,885

(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 .25% 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 payments.