

Des Moines Public Schools
2020-21 Certificated Teachers Salary Schedule

Step	RN	RN + 30	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30	**BLUE+
	Generator Base \$26,211		Generator Base \$31,579						
1	29,553	32,895	43,375	44,954	46,217	47,243	48,822	50,401	44,575
2	30,110	33,452	43,375	44,954	46,217	47,243	48,822	50,401	44,575
3	31,224	34,566	43,375	44,954	46,217	47,243	48,822	50,401	44,575
4	32,338	35,680	44,796	46,375	47,638	48,822	50,401	51,980	45,996
5	33,517	36,859	46,217	47,796	49,059	50,401	51,980	53,559	48,796
6	34,762	38,104	47,638	49,217	50,480	51,980	53,559	55,138	51,980
7	36,007	39,349	49,059	50,638	51,901	53,559	55,138	56,717	53,559
8		40,562	50,480	52,059	53,401	55,138	56,717	58,296	55,138
9			51,980	53,559	54,980	56,796	58,296	59,875	
10			53,559	55,138	56,559	58,533	59,875	61,454	
			#	#	#	#	#	#	
11			55,138	56,717	58,138	60,270	61,533	63,033	
12			*56,717	*58,296	*58,927	62,006	63,270	64,612	
13						*63,743	*65,006	*66,270	

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

Generator Base **\$31,579**

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

Minimum salary for certificated teachers **\$43,375**

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.

+Blue contract remain at step 5 until Master's is earned and will continue on schedule through step 8

* Maximum step for lane

Salaries include the **\$5,401 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--\$1,000 additional to MA+30

PHD--\$2,000 additional to MA+30

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	2,293	623	38,923
Steps 9 and above	RN+30	9.25	2,425	589	43,576
Steps 13 and above	BA	11.75	3,711	789	61,217
Steps 13 and above	BA+15	12.25	3,868	789	62,954
Steps 13 and above	BA+30	12.75	4,026	948	63,901
Steps 14 and above	MA	13.25	4,184	869	68,796
Steps 14 and above	MA+15	13.75	4,342	869	70,217
Steps 14 and above	MA+30	14.25	4,500	2,605	73,375

(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=\$655; and BA through MA+30=\$789. 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.