

Des Moines Public Schools
2018-19 Certificated Teachers Salary Schedule

Step	RN	RN + 30	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30
	Generator Base \$25,770		Generator Base \$31,048					
1	29,056	32,341	42,508	44,061	45,303	46,312	47,864	49,416
2	29,603	32,889	42,508	44,061	45,303	46,312	47,864	49,416
3	30,699	33,984	42,508	44,061	45,303	46,312	47,864	49,416
4	31,794	35,079	43,905	45,458	46,700	47,864	49,416	50,969
5	32,953	36,239	45,303	46,855	48,097	49,416	50,969	52,521
6	34,177	37,463	46,700	48,252	49,494	50,969	52,521	54,074
7	35,402	38,687	48,097	49,649	50,891	52,521	54,074	55,626
8		39,879	49,494	51,046	52,366	54,074	55,626	57,178
9			50,969	52,521	53,918	55,704	57,178	58,731
10			52,521	54,074	55,471	57,411	58,731	60,283
			#	#	#	#	#	#
11			54,074	55,626	57,023	59,119	60,361	61,836
12			55,626*	57,178*	57,799*	60,827	62,068	63,388
13						62,534*	63,776*	65,018*

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

Generator Base **\$31,048**

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

Minimum salary for certificated teachers **\$42,508**

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 the **\$5,173 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

PHD--\$2,000 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
Steps 8 and above	RN	8.75	2,255	612	38,268
Steps 9 and above	RN+30	9.25	2,384	580	42,843
Steps 13 and above	BA	9.75	3,027	776	59,429
Steps 13 and above	BA+15	10.25	3,182	776	61,137
Steps 13 and above	BA+30	10.75	3,338	931	62,068
Steps 14 and above	MA	11.25	3,493	854	66,881
Steps 14 and above	MA+15	11.75	3,648	854	68,278
Steps 14 and above	MA+30	12.25	3,803	2,561	71,383

(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=\$644; and BA through MA+30=\$776. 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.