

Des Moines Public Schools
2022-23 Certificated Teachers Salary Schedule

Step	RN	RN+30	**BA	**BA+15	**BA+30	**MA	**MA+15	**MA+30	**MA+45	**PHD
	Generator Base \$27,030		Generator Base \$32,566							
1	30,476	33,923	44,830	46,458	47,761	48,819	50,447	52,076	53,076	54,076
2	31,051	34,497	44,830	46,458	47,761	48,819	50,447	52,076	53,076	54,076
3	32,199	35,646	44,830	46,458	47,761	48,819	50,447	52,076	53,076	54,076
4	33,348	36,795	46,295	47,923	49,226	50,447	52,076	53,704	54,704	55,704
5	34,565	38,011	47,761	49,389	50,691	52,076	53,704	55,332	56,332	57,332
6	35,849	39,295	49,226	50,854	52,157	53,704	55,332	56,960	57,960	58,960
7	37,132	40,579	50,691	52,320	53,622	55,332	56,960	58,589	59,589	60,589
8	40,139	41,829	52,157	53,785	55,169	56,960	58,589	60,217	61,217	62,217
9		44,937	53,704	55,332	56,798	58,670	60,217	61,845	62,845	63,845
10			55,332	56,960	58,426	60,461	61,845	63,474	64,474	65,474
			#	#	#	#	#	#	#	#
11			56,960	58,589	60,054	62,252	63,555	65,102	66,102	67,102
12			*58,589	*60,217	*60,868	64,044	65,346	66,730	67,730	68,730
13						*65,835	*67,137	*68,440	*69,440	*70,440

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

Generator Base **\$32,566**

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

Minimum salary for certificated teachers **\$44,830**

#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 **\$5,669 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	2,365	641	40,139
Steps 9 and above	RN+30	9.25	2,500	608	44,937
Steps 13 and above	BA	11.75	3,827	814	63,230
Steps 13 and above	BA+15	12.25	3,989	814	65,020
Steps 13 and above	BA+30	12.75	4,152	977	65,997
Steps 14 and above	MA	13.25	4,315	896	71,045
Steps 14 and above	MA+15	13.75	4,478	896	72,511
Steps 14 and above	MA+30	14.25	4,641	2,687	75,768

(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=\$676; and BA through MA+30=\$814. 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.