

Des Moines Public Schools
2021-2022 Certificated Teachers Salary Schedule

| Step | RN | RN+30 | **BA | **BA+15 | **BA+30 | **MA | **MA+15 | **MA+30 | **MA+45 | **PHD | **BLUE |
|------|--------------------------------|--------|--------------------------------|---------|---------|---------|---------|---------|---------|---------|-------------|
| | Generator Base \$26,387 | | Generator Base \$31,791 | | | | | | | | |
| 1 | 29,751 | 33,116 | 43,760 | 45,349 | 46,621 | 47,654 | 49,244 | 50,833 | 51,833 | 52,833 | +450 |
| 2 | 30,312 | 33,676 | 43,760 | 45,349 | 46,621 | 47,654 | 49,244 | 50,833 | 51,833 | 52,833 | +600 / 1200 |
| 3 | 31,434 | 34,798 | 43,760 | 45,349 | 46,621 | 47,654 | 49,244 | 50,833 | 51,833 | 52,833 | +1200 / 0 |
| 4 | 32,555 | 35,919 | 45,190 | 46,780 | 48,051 | 49,244 | 50,833 | 52,423 | 53,423 | 54,423 | |
| 5 | 33,742 | 37,107 | 46,621 | 48,210 | 49,482 | 50,833 | 52,423 | 54,012 | 55,012 | 56,012 | +1000 / 0 |
| 6 | 34,996 | 38,360 | 48,051 | 49,641 | 50,913 | 52,423 | 54,012 | 55,602 | 56,602 | 57,602 | |
| 7 | 36,249 | 39,613 | 49,482 | 51,072 | 52,343 | 54,012 | 55,602 | 57,191 | 58,191 | 59,191 | |
| 8 | 39,185 | 40,834 | 50,913 | 52,502 | 53,853 | 55,602 | 57,191 | 58,781 | 59,781 | 60,781 | |
| 9 | | 43,869 | 52,423 | 54,012 | 55,443 | 57,271 | 58,781 | 60,370 | 61,370 | 62,370 | |
| 10 | | | 54,012 | 55,602 | 57,032 | 59,019 | 60,370 | 61,960 | 62,960 | 63,960 | |
| | | | # | # | # | # | # | # | # | # | |
| 11 | | | 55,602 | 57,191 | 58,622 | 60,768 | 62,040 | 63,550 | 65,550 | 65,550 | |
| 12 | | | *57,191 | *58,781 | *59,417 | 62,516 | 63,788 | 65,139 | 66,139 | 67,139 | |
| 13 | | | | | | *64,265 | *65,537 | *66,808 | *67,808 | *68,808 | |

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

Generator Base **\$31,791**

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

Minimum salary for certificated teachers **\$43,760**

Supplemental salary dollars for Induction or Blue contracts are in addition to the Salary Schedule above (refer to BLUE column)

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.

+Educators on BLUE contract will advance on the salary schedule the same way other educators advance

* Maximum step for lane

Salaries include the **\$5,531 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

additionalMA+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 | Longevity | Total |
|--------------------|-------|-------|-----------|-----------|--------|
| | | | Amount | Step | |
| Steps 8 and above | RN | 8.75 | 2,309 | 627 | 39,185 |
| Steps 9 and above | RN+30 | 9.25 | 2,441 | 594 | 43,869 |
| Steps 13 and above | BA | 11.75 | 3,735 | 789 | 61,721 |
| Steps 13 and above | BA+15 | 12.25 | 3,894 | 795 | 63,470 |
| Steps 13 and above | BA+30 | 12.75 | 4,053 | 953 | 64,423 |
| Steps 14 and above | MA | 13.25 | 4,212 | 874 | 69,351 |
| Steps 14 and above | MA+15 | 13.75 | 4,371 | 874 | 70,782 |
| Steps 14 and above | MA+30 | 14.25 | 4,530 | 2,623 | 73,961 |

(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=\$660; and BA through MA+30=\$795. 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.