

**Des Moines Public Schools**  
2019-20 Certificated Teachers Salary Schedule

Step	RN	RN + 30	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30	BLUE
	<b>Generator Base \$25,978</b>		<b>Generator Base \$31,299</b>						
1	29,290	32,602	42,917	44,482	45,734	46,751	48,316	49,881	44,117
2	29,842	33,154	42,917	44,482	45,734	46,751	48,316	49,881	44,117
3	30,946	34,258	42,917	44,482	45,734	46,751	48,316	49,881	44,917
4	32,050	35,363	44,326	45,890	47,142	48,316	49,881	51,446	45,526
5	33,219	36,532	45,734	47,299	48,551	49,881	51,446	53,011	48,299+
6	34,453	37,766	47,142	48,707	49,959	51,446	53,011	54,576	51,446
7	35,687	38,999	48,551	50,116	51,368	53,011	54,576	56,141	53,011
8		40,201	49,959	51,524	52,854	54,576	56,141	57,706	54,576*
9			51,446	53,011	54,419	56,219	57,706	59,271	
10			53,011*	54,576*	55,984*	57,941*	59,271*	60,836*	
			#	#	#	#	#	#	
11			54,576	56,141	57,549	59,662	60,914	62,401	
12			56,141	57,706	58,332	61,383	62,635	63,966	
13						63,105	64,357	65,609	

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

Generator Base **\$31,299**

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

Minimum salary for certificated teachers **\$42,917**

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 **\$5,280** 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	2,273	617	38,577
Steps 9 and above	RN+30	9.25	2,403	584	43,188
Steps 13 and above	BA	11.75	3,678	782	60,601
Steps 13 and above	BA+15	12.25	3,834	782	62,322
Steps 13 and above	BA+30	12.75	3,991	938	63,261
Steps 14 and above	MA	13.25	4,147	861	68,113
Steps 14 and above	MA+15	13.75	4,304	860	69,521
Steps 14 and above	MA+30	14.25	4,460	2,582	72,651

(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=\$649; and BA through MA+30=\$782. 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.