

**Des Moines Public Schools**  
2015-16 Certificated Teachers Salary Schedule

	RN	RN + 30	**BA	**BA + 15	**BA + 30	**MA	**MA + 15	**MA + 30
Step	Generator Base \$25,411		Generator Base \$30,616					
1	28,651	31,891	39,719	41,250	41,786	43,240	44,771	46,302
2	29,191	32,431	40,408	41,939	43,163	44,005	45,536	47,067
3	30,271	33,511	41,786	43,317	44,541	45,536	47,067	48,598
4	31,351	34,591	43,163	44,694	45,919	47,067	48,598	50,129
5	32,494	35,734	44,541	46,072	47,297	48,598	50,129	51,659
6	33,701	36,941	45,919	47,450	48,674	50,129	51,659	53,190
7	*34,908	38,148	47,297	48,827	50,052	51,659	53,190	54,721
8		*39,324	48,674	50,205	51,506	53,190	54,721	56,252
9			50,129	51,659	53,037	54,798	56,252	57,783
10			51,659	53,190	54,568	56,481	57,783	59,313
			#	#	#	#	#	#
11			53,190	54,721	56,099	58,165	59,390	60,844
12			*54,721	*56,252	*56,864	59,849	61,074	62,375
13						*61,533	*62,758	*63,982

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

Generator Base **\$30,616**

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

Minimum salary for certificated teachers **\$39,719**

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 additional **\$4,970** 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

PHD--\$1,000 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	2,223	604	37,735
Steps 9 and above	RN+30	9.25	2,351	571	42,426
Steps 13 and above	BA	9.75	2,985	765	58,471
Steps 13 and above	BA+15	10.25	3,138	765	60,155
Steps 13 and above	BA+30	10.75	3,291	919	61,074
Steps 14 and above	MA	11.25	3,444	842	65,819
Steps 14 and above	MA+15	11.75	3,597	842	67,197
Steps 14 and above	MA+30	12.25	3,750	2,526	70,258

(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=\$635; and BA through MA+30=\$765. 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.