

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.