**Des Moines Public Schools**

**Education Support Professional Salary Schedule**

**2019-2020**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Class I** | **Class II** | **Class III** | **Class IV** | **Class V** |
| Base | 13.40 | 13.90 | 14.40 | 16.15 | 18.90 |
| 1 | 13.53 | 14.04 | 14.54 | 16.31 | 19.09 |
| 2 | 13.67 | 14.18 | 14.69 | 16.47 | 19.28 |
| 3 | 13.81 | 14.32 | 14.84 | 16.64 | 19.47 |
| 4 | 13.94 | 14.46 | 14.98 | 16.81 | 19.67 |
| 5 | 14.08 | 14.61 | 15.13 | 16.97 | 19.86 |
| 6 | 14.22 | 14.76 | 15.29 | 17.14 | 20.06 |
| 7 | 14.37 | 14.90 | 15.44 | 17.31 | 20.26 |
| 8 | 14.51 | 15.05 | 15.59 | 17.49 | 20.47 |
| 9 | 14.66 | 15.20 | 15.75 | 17.66 | 20.67 |
| 10 | 14.80 | 15.35 | 15.91 | 17.84 | 20.88 |
| 11 | 14.95 | 15.51 | 16.07 | 18.02 | 21.09 |
| 12 | 15.10 | 15.66 | 16.23 | 18.20 | 21.30 |
| 13 | 15.52 | 16.10 | 16.68 | 18.70 | 21.89 |
| 14 | 15.52 | 16.10 | 16.68 | 18.70 | 21.89 |
| 15 | 15.52 | 16.10 | 16.68 | 18.70 | 21.89 |
| 16 | 15.52 | 16.10 | 16.68 | 18.70 | 21.89 |
| 17 | 17.21 | 17.86 | 18.50 | 20.75 | 24.28 |
| 18 | 17.21 | 17.86 | 18.50 | 20.75 | 24.28 |
| 19 | 17.21 | 17.86 | 18.50 | 20.75 | 24.28 |
| 20 | 17.21 | 17.86 | 18.50 | 20.75 | 24.28 |

**KEY:**

|  |  |
| --- | --- |
| Class I | All Non-Special Education Associates: Building, Early Childhood, Library, ELL, In- School Suspension, All Clerks: Attendance, Counselor, Office |
| Class II | All Special Education Associates |
| Class III | Activity Secretary, Admin Secretary, Bookkeeper, Registrar |
| Class IV | Office Manager |
| Class V | CNA/CMA Associates, Campus Monitors |

**NOTES:**

Each Step would be 1.0% of base. Longevity of 2% of base at step 13 and 11.5% of base at step 17 (shown in hourly amounts above).

Campus Monitors would be placed individually so no employee would see a pay decrease because of this new schedule.

Clerical and Associate Employees will receive an additional 3.4-cents per hour for each 15 semester hours of staff development or college work towards a BA/BS degree. A differential of 34-cents per hour for a BA/BS degree.

Estimating all associates and clerical employees at 7.5 hours per day, CNA/CMA associates at 7.75 hours per day, and campus monitors at 8 hours per day.