**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.