

Des Moines Public Schools

Education Support Professional Salary Schedule

2023-2024

	Class I	Class II	Class III	Class IV	Class V	Class VI (BFL)
Base	15.80	16.30	16.80	18.55	21.30	21.93
1	15.96	16.46	16.97	18.74	21.56	22.15
2	16.12	16.63	17.14	18.92	21.73	22.37
3	16.28	16.79	17.31	19.11	21.95	22.59
4	16.44	16.96	17.48	19.30	22.16	22.82
5	16.61	17.13	17.66	19.50	22.39	23.05
6	16.77	17.29	17.83	19.69	22.61	23.28
7	16.94	17.46	18.01	19.89	22.84	23.51
8	17.11	17.64	18.19	20.09	23.06	23.75
9	17.28	17.81	18.37	20.29	23.30	23.98
10	17.45	17.99	18.56	20.49	23.53	24.22
11	17.63	18.17	18.74	20.70	23.76	24.47
12	17.80	18.35	18.93	20.90	24.00	24.71
13	18.30	18.86	19.46	21.48	24.67	25.40
14	18.30	18.86	19.46	21.48	24.67	25.40
15	18.30	18.86	19.46	21.48	24.67	25.40
16	18.30	18.86	19.46	21.48	24.67	25.40
17	20.30	20.92	21.58	23.83	27.36	28.17
18	20.30	20.92	21.58	23.83	27.36	28.17
19	20.30	20.92	21.58	23.83	27.36	28.17
20	20.30	20.92	21.58	23.83	27.36	28.17

KEY:

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

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).

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.