

Des Moines Public Schools

Education Support Professional Salary Schedule

2024-2025

	Class I	Class II	Class III	Class IV	Class V	Class VI (BFL)
Base	16.40	16.90	17.40	19.15	21.90	22.53
1	16.56	17.07	17.57	19.34	22.12	22.76
2	16.73	17.24	17.75	19.53	22.34	22.98
3	16.90	17.41	17.93	19.73	22.56	23.21
4	17.07	17.59	18.11	19.93	22.79	23.44
5	17.24	17.76	18.29	20.13	23.02	23.68
6	17.41	17.94	18.47	20.33	23.25	23.92
7	17.58	18.12	18.66	20.53	23.48	24.16
8	17.76	18.30	18.84	20.74	23.71	24.40
9	17.94	18.48	19.03	20.94	23.95	24.64
10	18.12	18.67	19.22	21.15	24.19	24.89
11	18.30	18.85	19.41	21.37	24.43	25.14
12	18.48	19.04	19.61	21.58	24.68	25.39
13	18.99	19.57	20.15	22.18	25.36	26.09
14	18.99	19.57	20.15	22.18	25.36	26.09
15	18.99	19.57	20.15	22.18	25.36	26.09
16	18.99	19.57	20.15	22.18	25.36	26.09
17	21.07	21.71	22.35	24.60	28.13	28.94
18	21.07	21.71	22.35	24.60	28.13	28.94
19	21.07	21.71	22.35	24.60	28.13	28.94
20	21.07	21.71	22.35	24.60	28.13	28.94

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:

Summer rates for ESP employees are paid at Step 3 for all Classes except Sign Language Interpreters, who are paid at their normal rate.

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.