WEST DES MOINES
COMMUNITY SCHOOLS
Innovative Spirit. Inspiring Success.

Combined Salary Schedule for Certified Staff 2024-25

LEVEL	BA	BA+10	BA+20	BA+25	BA+30	MA	MA+5	MA+10	MA+15	MA+20	MA+25	MA+30	MA+35	PHD	LEVEL
1	49,886	50,310	50,884	51,343	52,040	53,080	53,575	54,181	54,684	55,284	55,786	56,386	56,891	58,364	**1**
2	50,330	50,754	51,327	51,786	52,483	53,523	54,019	54,624	55,128	55,727	56,230	56,829	57,334	58,807	**2**
3	50,772	51,196	51,770	52,229	52,925	53,965	54,461	55,066	55,570	56,169	56,672	57,272	57,777	59,250	**3**
4	51,471	51,916	52,498	52,964	53,662	54,731	55,235	55,853	56,364	56,974	57,485	58,094	58,606	60,108	**4**
5	52,185	52,646	53,239	53,714	54,411	55,510	56,023	56,650	57,172	57,792	58,312	58,931	59,454	60,979	**5**
6	53,188	53,674	54,281	54,768	55,465	56,606	57,129	57,771	58,305	58,940	59,473	60,108	60,642	62,202	**6**
7	54,137	54,646	55,266	55,763	56,460	57,641	58,179	58,835	59,380	60,027	60,572	61,224	61,766	63,363	**7**
8	55,499	56,027	56,655	57,152	57,851	59,099	59,633	60,291	60,828	61,485	62,022	62,678	63,221	64,847	**8**
9	57,040	57,577	58,215	58,714	59,411	60,714	61,259	61,909	62,453	63,100	63,648	64,294	64,839	66,493	**9**
10	58,579	59,126	59,774	60,272	60,971	62,333	62,874	63,551	64,095	64,773	65,318	66,004	66,540	68,223	**10**
11	60,121	60,687	61,334	61,832	62,530	63,957	64,499	65,215	65,752	66,465	67,000	67,714	68,249	69,968	**11**
12	61,663	62,246	62,932	63,429	64,126	65,638	66,172	66,914	67,452	68,194	68,739	69,470	70,015	71,847	**12**
13	63,251	63,854	64,557	65,053	65,751	67,357	67,894	68,664	69,210	69,979	70,513	71,283	71,819	73,595	**13**
14	64,838	65,459	66,183	66,680	67,377	69,077	69,622	70,420	70,957	71,754	72,078	72,877	73,412	75,215	**14**
15	66,427	67,066	67,807	68,305	69,003	70,806	71,341	72,167	72,713	73,539	73,852	74,680	75,226	77,047	**15**
16	-	68,673	69,433	69,942	70,641	72,524	73,070	73,927	74,462	75,314	75,637	76,495	77,029	78,888	**16**
17	-	70,591	71,369	71,875	72,573	74,566	75,098	75,983	76,527	77,411	77,723	78,608	79,153	81,039	**17**
18	-	-	73,003	73,502	74,198	76,284	76,820	77,740	78,273	79,185	79,508	80,420	81,031	82,873	**18**
19	-	-	-	75,387	75,823	78,002	78,548	79,486	80,021	80,971	81,285	82,234	82,769	84,788	**19**
20	-	-	-	-	-	79,731	80,265	81,245	81,778	82,748	83,072	84,038	84,583	86,554	**20**
21	-	-	-	-	-	-	-	83,252	83,525	84,533	84,845	85,851	86,387	88,387	**21**
22	-	-	-	-	-	-	-	-	-	86,569	86,630	87,653	88,200	90,230	**22**
23	-	-	-	-	-	-	-	-	-	-	-	89,731	90,004	92,070	**23**
Off Schedule	71,510	75,674	78,087	80,471	80,907	84,815	85,349	88,335	88,608	91,653	91,713	94,814	95,087	97,153	**Off Schedule**

The Off Schedule row is calculated using a formula containing the following percentages:

11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%	11.00%