



WEST DES MOINES

COMMUNITY SCHOOLS

2025-26 COMBINED SALARY SCHEDULE FOR CERTIFIED STAFF

STEP/LEVEL	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30	MA+35	PHD	STEP/LEVEL
1	51,152	51,584	52,171	53,350	54,411	55,535	56,660	57,786	58,301	59,805	1
2	51,605	52,037	52,623	53,803	54,863	55,987	57,113	58,238	58,754	60,257	2
3	52,056	52,489	53,075	54,254	55,315	56,439	57,565	58,690	59,205	60,709	3
4	52,771	53,224	53,818	55,006	56,096	57,242	58,386	59,530	60,052	61,585	4
5	53,498	53,968	54,573	55,770	56,892	58,055	59,220	60,384	60,917	62,473	5
6	54,523	55,017	55,638	56,846	58,011	59,199	60,393	61,585	62,130	63,723	6
7	55,490	56,010	56,642	57,861	59,067	60,285	61,501	62,723	63,277	64,907	7
8	56,881	57,418	58,061	59,281	60,554	61,771	62,990	64,207	64,762	66,422	8
9	58,454	59,001	59,653	60,874	62,202	63,423	64,639	65,858	66,413	68,100	9
10	60,024	60,582	61,244	62,466	63,855	65,098	66,345	67,602	68,149	69,866	10
11	61,598	62,175	62,837	64,057	65,512	66,798	68,072	69,347	69,894	71,649	11
12	63,171	63,766	64,467	65,686	67,228	68,532	69,837	71,140	71,696	73,565	12
13	64,792	65,407	66,126	67,345	68,982	70,317	71,659	72,990	73,537	75,349	13
14	66,412	67,045	67,784	69,003	70,737	72,109	73,471	74,617	75,163	77,004	14
15	68,034	68,685	69,442	70,663	72,502	73,893	75,292	76,457	77,014	78,874	15
16	-	70,325	71,102	72,335	74,255	75,688	77,103	78,310	78,854	80,753	16
17	-	72,282	73,078	74,307	76,339	77,787	79,242	80,467	81,022	82,948	17
18	-	-	74,745	75,966	78,093	79,580	81,054	82,315	82,938	84,819	18
19	-	-	-	77,625	79,847	81,362	82,877	84,167	84,712	86,773	19
20	-	-	-	-	81,611	83,157	84,690	86,008	86,563	88,576	20
21	-	-	-	-	-	85,206	86,512	87,858	88,404	90,447	21
22	-	-	-	-	-	-	88,591	89,698	90,255	92,327	22
23	-	-	-	-	-	-	-	91,818	92,096	94,205	23
Off Schedule	73,221	77,470	79,933	82,813	86,800	90,394	93,779	97,007	97,285	99,394	Off Schedule