



**2018-19 Department of Secretaries Salary Schedule**  
 210, 220, or 260 Day Year  
 7.5 Hour Day

Range	Group A	Group B	Group C	Group D	Group E
<b>Probation (6 months)</b>	<b>12.99</b>	<b>13.30</b>	<b>13.63</b>	<b>14.03</b>	<b>15.78</b>
<b>1 (3 fiscal yrs)</b>	<b>13.34</b>	<b>13.65</b>	<b>13.98</b>	<b>14.38</b>	<b>16.13</b>
<b>2 (3 fiscal yrs)</b>	<b>13.69</b>	<b>14.00</b>	<b>14.33</b>	<b>14.73</b>	<b>16.48</b>
<b>3 (3 fiscal yrs)</b>	<b>14.04</b>	<b>14.35</b>	<b>14.68</b>	<b>15.08</b>	<b>16.83</b>
<b>4 (3 fiscal yrs)</b>	<b>14.39</b>	<b>14.70</b>	<b>15.03</b>	<b>15.43</b>	<b>17.18</b>
<b>5 (3 fiscal yrs)</b>	<b>14.74</b>	<b>15.05</b>	<b>15.38</b>	<b>15.78</b>	<b>17.53</b>
<b>6 (1 fiscal yr)</b>	<b>15.09</b>	<b>15.40</b>	<b>15.73</b>	<b>16.13</b>	<b>17.88</b>
<b>Longevity (after 1 yr 10% of range 1 of groups: A,B,C,D, or E)</b>	<b>16.42</b>	<b>16.76</b>	<b>17.13</b>	<b>17.57</b>	<b>19.49</b>

New employees will start in the Probationary Range unless experienced in their field, then they will start at a Range designated by the Human Resources Management Department and advance according to years of experience with the Des Moines Public Schools. Employees at the maximum of their salary Group will be provided an additional hourly salary adjustment after one year in Range 6. This hourly salary shall be equal to **10%** of Range 1 of their salary Group and is included on the above schedule.

\$ .35 between each Range

\$ .31 between Group A and Group B  
 \$.33 between Group B and Group C  
 \$.40 between Group C and Group D  
 \$1.75 between Group D and Group E

An additional .25 per day will be paid for each additional 15 semester hours of staff development or college work toward a BA degree.