

Schedule "D"
2020-2021 Salary Schedule
Muscatine Community School District
Muscatine, Iowa

Experience Step	RN	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	EdS	PhD
	Step 1 Was Removed in 2009-2010; Step 2 Was Removed in 2010-2011										
3	0.85	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45
	\$27,764	\$32,664	\$34,297	\$35,930	\$37,564	\$39,197	\$40,830	\$42,463	\$44,096	\$45,730	\$47,363
TSS Total Dist.		\$5,179	\$5,244	\$5,309	\$5,375	\$5,440	\$5,505	\$5,571	\$5,636	\$5,701	\$5,767
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,306	\$1,371	\$1,437	\$1,502	\$1,567	\$1,633	\$1,698	\$1,763	\$1,829	\$1,894
	\$27,764	\$37,843	\$39,541	\$41,240	\$42,938	\$44,637	\$46,335	\$48,034	\$49,732	\$51,431	\$53,129
4	0.884	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
	\$28,875	\$33,971	\$35,604	\$37,237	\$38,870	\$40,503	\$42,137	\$43,770	\$45,403	\$47,036	\$48,669
TSS Total Dist.		\$5,231	\$5,296	\$5,362	\$5,427	\$5,492	\$5,558	\$5,623	\$5,688	\$5,754	\$5,819
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,358	\$1,424	\$1,489	\$1,554	\$1,620	\$1,685	\$1,750	\$1,816	\$1,881	\$1,946
	\$28,875	\$39,202	\$40,900	\$42,599	\$44,297	\$45,996	\$47,694	\$49,393	\$51,091	\$52,790	\$54,488
5	0.918	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
	\$29,986	\$35,277	\$36,910	\$38,544	\$40,177	\$41,810	\$43,443	\$45,076	\$46,710	\$48,343	\$49,976
TSS Total Dist.		\$5,283	\$5,349	\$5,414	\$5,479	\$5,545	\$5,610	\$5,675	\$5,741	\$5,806	\$5,871
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,411	\$1,476	\$1,541	\$1,607	\$1,672	\$1,737	\$1,802	\$1,868	\$1,933	\$1,998
	\$29,986	\$40,560	\$42,259	\$43,958	\$45,656	\$47,355	\$49,053	\$50,752	\$52,450	\$54,149	\$55,847
6	0.952	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
	\$31,096	\$36,584	\$38,217	\$39,850	\$41,483	\$43,116	\$44,750	\$46,383	\$48,016	\$49,649	\$51,282
TSS Total Dist.		\$5,336	\$5,401	\$5,466	\$5,532	\$5,597	\$5,662	\$5,727	\$5,793	\$5,858	\$5,923
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,463	\$1,528	\$1,593	\$1,659	\$1,724	\$1,789	\$1,855	\$1,920	\$1,985	\$2,051
	\$31,096	\$41,919	\$43,618	\$45,316	\$47,015	\$48,713	\$50,412	\$52,110	\$53,809	\$55,507	\$57,206
7	0.986	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
	\$32,207	\$37,890	\$39,523	\$41,157	\$42,790	\$44,423	\$46,056	\$47,689	\$49,323	\$50,956	\$52,589
TSS Total Dist.		\$5,388	\$5,453	\$5,518	\$5,584	\$5,649	\$5,714	\$5,780	\$5,845	\$5,910	\$5,976
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,515	\$1,580	\$1,646	\$1,711	\$1,776	\$1,842	\$1,907	\$1,972	\$2,038	\$2,103
	\$32,207	\$43,278	\$44,977	\$46,675	\$48,374	\$50,072	\$51,771	\$53,469	\$55,168	\$56,866	\$58,565
8	1.02	1.2	1.25	1.3	1.35	1.4	1.45	1.5	1.55	1.6	1.65
	\$33,317	\$39,197	\$40,830	\$42,463	\$44,096	\$45,730	\$47,363	\$48,996	\$50,629	\$52,262	\$53,896
TSS Total Dist.		\$5,440	\$5,505	\$5,571	\$5,636	\$5,701	\$5,767	\$5,832	\$5,897	\$5,963	\$6,028
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,567	\$1,633	\$1,698	\$1,763	\$1,829	\$1,894	\$1,959	\$2,024	\$2,090	\$2,155
	\$33,317	\$44,637	\$46,335	\$48,034	\$49,732	\$51,431	\$53,129	\$54,828	\$56,526	\$58,225	\$59,923
9	1.046	1.23	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
	\$34,167	\$40,177	\$42,137	\$43,770	\$45,403	\$47,036	\$48,669	\$50,303	\$51,936	\$53,569	\$55,202
TSS Total Dist.		\$5,479	\$5,558	\$5,623	\$5,688	\$5,754	\$5,819	\$5,884	\$5,949	\$6,015	\$6,080
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,607	\$1,685	\$1,750	\$1,816	\$1,881	\$1,946	\$2,011	\$2,077	\$2,142	\$2,207
	\$34,167	\$45,656	\$47,694	\$49,393	\$51,091	\$52,790	\$54,488	\$56,187	\$57,885	\$59,584	\$61,282
10	1.071	1.26	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
	\$34,983	\$41,157	\$43,443	\$45,076	\$46,710	\$48,343	\$49,976	\$51,609	\$53,242	\$54,876	\$56,509
TSS Total Dist.		\$5,518	\$5,610	\$5,675	\$5,741	\$5,806	\$5,871	\$5,936	\$6,002	\$6,067	\$6,132
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,646	\$1,737	\$1,802	\$1,868	\$1,933	\$1,998	\$2,064	\$2,129	\$2,194	\$2,260
	\$34,983	\$46,675	\$49,053	\$50,752	\$52,450	\$54,149	\$55,847	\$57,546	\$59,244	\$60,943	\$62,641

11	1.097	1.29	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
	\$35,832	\$42,137	\$44,750	\$46,383	\$48,016	\$49,649	\$51,282	\$52,916	\$54,549	\$56,182	\$57,815
TSS Total Dist.		\$5,558	\$5,662	\$5,727	\$5,793	\$5,858	\$5,923	\$5,989	\$6,054	\$6,119	\$6,185
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,685	\$1,789	\$1,855	\$1,920	\$1,985	\$2,051	\$2,116	\$2,181	\$2,247	\$2,312
	\$35,832	\$47,694	\$50,412	\$52,110	\$53,809	\$55,507	\$57,206	\$58,904	\$60,603	\$62,301	\$64,000
12	1.122	1.32	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
	\$36,649	\$43,116	\$46,056	\$47,689	\$49,323	\$50,956	\$52,589	\$54,222	\$55,855	\$57,489	\$59,122
TSS Total Dist.		\$5,597	\$5,714	\$5,780	\$5,845	\$5,910	\$5,976	\$6,041	\$6,106	\$6,172	\$6,237
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,724	\$1,842	\$1,907	\$1,972	\$2,038	\$2,103	\$2,168	\$2,233	\$2,299	\$2,364
	\$36,649	\$48,713	\$51,771	\$53,469	\$55,168	\$56,866	\$58,565	\$60,263	\$61,962	\$63,660	\$65,359
13	1.148	1.35	1.45	1.5	1.55	1.6	1.65	1.7	1.75	1.8	1.85
	\$37,498	\$44,096	\$47,363	\$48,996	\$50,629	\$52,262	\$53,896	\$55,529	\$57,162	\$58,795	\$60,428
TSS Total Dist.		\$5,636	\$5,767	\$5,832	\$5,897	\$5,963	\$6,028	\$6,093	\$6,158	\$6,224	\$6,289
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,763	\$1,894	\$1,959	\$2,024	\$2,090	\$2,155	\$2,220	\$2,286	\$2,351	\$2,416
	\$37,498	\$49,732	\$53,129	\$54,828	\$56,526	\$58,225	\$59,923	\$61,622	\$63,320	\$65,019	\$66,717
14	1.173	1.38	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89
	\$38,315	\$45,076	\$48,669	\$50,303	\$51,936	\$53,569	\$55,202	\$56,835	\$58,469	\$60,102	\$61,735
TSS Total Dist.		\$5,675	\$5,819	\$5,884	\$5,949	\$6,015	\$6,080	\$6,145	\$6,211	\$6,276	\$6,341
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,802	\$1,946	\$2,011	\$2,077	\$2,142	\$2,207	\$2,273	\$2,338	\$2,403	\$2,469
	\$38,315	\$50,752	\$54,488	\$56,187	\$57,885	\$59,584	\$61,282	\$62,981	\$64,679	\$66,378	\$68,076
15	1.19	1.41	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93
	\$38,870	\$46,056	\$49,976	\$51,609	\$53,242	\$54,876	\$56,509	\$58,142	\$59,775	\$61,408	\$63,042
TSS Total Dist.		\$5,714	\$5,871	\$5,936	\$6,002	\$6,067	\$6,132	\$6,198	\$6,263	\$6,328	\$6,394
TSS Equal Dist.	NA	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.	NA	\$1,842	\$1,998	\$2,064	\$2,129	\$2,194	\$2,260	\$2,325	\$2,390	\$2,456	\$2,521
	\$38,870	\$51,771	\$55,847	\$57,546	\$59,244	\$60,943	\$62,641	\$64,340	\$66,038	\$67,737	\$69,435
16	****	****	****	****	1.67	1.72	1.77	1.82	1.87	1.92	1.97
					\$54,549	\$56,182	\$57,815	\$59,448	\$61,082	\$62,715	\$64,348
TSS Total Dist.					\$6,054	\$6,119	\$6,185	\$6,250	\$6,315	\$6,381	\$6,446
TSS Equal Dist.					\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.					\$2,181	\$2,247	\$2,312	\$2,377	\$2,442	\$2,508	\$2,573
					\$60,603	\$62,301	\$64,000	\$65,698	\$67,397	\$69,095	\$70,794
17					1.71	1.76	1.81	1.86	1.91	1.96	2.01
					\$55,855	\$57,489	\$59,122	\$60,755	\$62,388	\$64,021	\$65,655
TSS Total Dist.					\$6,106	\$6,172	\$6,237	\$6,302	\$6,367	\$6,433	\$6,498
TSS Equal Dist.					\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.					\$2,233	\$2,299	\$2,364	\$2,429	\$2,495	\$2,560	\$2,625
					\$61,962	\$63,660	\$65,359	\$67,057	\$68,756	\$70,454	\$72,153
18					1.745	1.795	1.845	1.9	1.95	2	2.05
					\$56,999	\$58,632	\$60,265	\$62,062	\$63,695	\$65,328	\$66,961
TSS Total Dist.					\$6,152	\$6,217	\$6,283	\$6,354	\$6,420	\$6,485	\$6,550
TSS Equal Dist.					\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.					\$2,279	\$2,344	\$2,410	\$2,482	\$2,547	\$2,612	\$2,678
					\$63,151	\$64,849	\$66,548	\$68,416	\$70,114	\$71,813	\$73,512
19								1.935	1.985	2.035	2.085
								\$63,205	\$64,838	\$66,471	\$68,104
TSS Total Dist.								\$6,400	\$6,465	\$6,531	\$6,596
TSS Equal Dist.								\$3,873	\$3,873	\$3,873	\$3,873
TSS Indexed Dist.								\$2,527	\$2,593	\$2,658	\$2,723
								\$69,605	\$71,303	\$73,002	\$74,700

20-24 years	\$40,667	\$53,567	\$57,644	\$59,342	\$64,947	\$66,646	\$68,344	\$71,401	\$73,100	\$74,798	\$76,497
25-29 years	\$40,993	\$53,894	\$57,970	\$59,669	\$65,274	\$66,972	\$68,671	\$71,728	\$73,427	\$75,125	\$76,824
30+ years	\$41,320	\$54,220	\$58,297	\$59,995	\$65,600	\$67,299	\$68,997	\$72,055	\$73,753	\$75,452	\$77,150
The salary totals on this schedule combine base contract with TSS State funding.											
National Board Certified receive an additional 5% of the BA Generator if the State of Iowa ceases to fund their promises											

Schedule "C"							
1 Point=	\$278		9 Pts=	\$2,502		17 Pts=	\$4,726
2 Pts=	\$556		10 Pts=	\$2,780		18 Pts=	\$5,004
3 Pts=	\$834		11 Pts=	\$3,058		19 Pts=	\$5,282
4 Pts=	\$1,112		12 Pts=	\$3,336		20 Pts=	\$5,560
5 Pts=	\$1,390		13 Pts=	\$3,614		21 Pts=	\$5,838
6 Pts=	\$1,668		14 Pts=	\$3,892		22 Pts=	\$6,116
7 Pts=	\$1,946		15 Pts=	\$4,170		23 Pts=	\$6,394
8 Pts=	\$2,224		16 Pts=	\$4,448		24 Pts=	\$6,672