



Schedule "D"											
2022-2023 Salary Schedule											
*For FY23 all schedules frozen; Flat \$2000 increase given to all steps above and beyond amounts below. Schedule not aged, steps not given in lieu of flat dollar increase.											
Muscatine Community School District											
Muscatine, Iowa											
Experience Step	1	2	3	4	5	6	7	8	9	10	11
	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	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
	\$28,049	\$32,999	\$34,649	\$36,299	\$37,949	\$39,599	\$41,249	\$42,899	\$44,549	\$46,199	\$47,849
TSS Total Dist.		\$5,550	\$5,620	\$5,690	\$5,760	\$5,831	\$5,901	\$5,971	\$6,041	\$6,111	\$6,181
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,403	\$1,473	\$1,544	\$1,614	\$1,684	\$1,754	\$1,824	\$1,894	\$1,965	\$2,035
	\$28,049	\$38,549	\$40,269	\$41,989	\$43,709	\$45,429	\$47,149	\$48,870	\$50,590	\$52,310	\$54,030
4	0.884	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
	\$29,171	\$34,319	\$35,969	\$37,619	\$39,269	\$40,919	\$42,569	\$44,219	\$45,869	\$47,519	\$49,169
TSS Total Dist.		\$5,606	\$5,676	\$5,746	\$5,817	\$5,887	\$5,957	\$6,027	\$6,097	\$6,167	\$6,238
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,459	\$1,530	\$1,600	\$1,670	\$1,740	\$1,810	\$1,880	\$1,951	\$2,021	\$2,091
	\$29,171	\$39,925	\$41,645	\$43,365	\$45,085	\$46,805	\$48,526	\$50,246	\$51,966	\$53,686	\$55,406
5	0.918	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
	\$30,293	\$35,639	\$37,289	\$38,939	\$40,589	\$42,239	\$43,889	\$45,539	\$47,189	\$48,839	\$50,488
TSS Total Dist.		\$5,662	\$5,732	\$5,803	\$5,873	\$5,943	\$6,013	\$6,083	\$6,153	\$6,224	\$6,294
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,516	\$1,586	\$1,656	\$1,726	\$1,796	\$1,866	\$1,937	\$2,007	\$2,077	\$2,147
	\$30,293	\$41,301	\$43,021	\$44,741	\$46,461	\$48,182	\$49,902	\$51,622	\$53,342	\$55,062	\$56,782
6	0.952	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
	\$31,415	\$36,959	\$38,609	\$40,259	\$41,909	\$43,559	\$45,209	\$46,859	\$48,509	\$50,158	\$51,808
TSS Total Dist.		\$5,718	\$5,788	\$5,859	\$5,929	\$5,999	\$6,069	\$6,139	\$6,209	\$6,280	\$6,350
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,572	\$1,642	\$1,712	\$1,782	\$1,852	\$1,923	\$1,993	\$2,063	\$2,133	\$2,203
	\$31,415	\$42,677	\$44,397	\$46,117	\$47,838	\$49,558	\$51,278	\$52,998	\$54,718	\$56,438	\$58,158
7	0.986	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
	\$32,537	\$38,279	\$39,929	\$41,579	\$43,229	\$44,879	\$46,529	\$48,179	\$49,828	\$51,478	\$53,128
TSS Total Dist.		\$5,774	\$5,845	\$5,915	\$5,985	\$6,055	\$6,125	\$6,195	\$6,266	\$6,336	\$6,406
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,628	\$1,698	\$1,768	\$1,838	\$1,908	\$1,979	\$2,049	\$2,119	\$2,189	\$2,259
	\$32,537	\$44,053	\$45,773	\$47,494	\$49,214	\$50,934	\$52,654	\$54,374	\$56,094	\$57,814	\$59,534
8	1.02	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
	\$33,659	\$39,599	\$41,249	\$42,899	\$44,549	\$46,199	\$47,849	\$49,499	\$51,148	\$52,798	\$54,448
TSS Total Dist.		\$5,831	\$5,901	\$5,971	\$6,041	\$6,111	\$6,181	\$6,252	\$6,322	\$6,392	\$6,462
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,684	\$1,754	\$1,824	\$1,894	\$1,965	\$2,035	\$2,105	\$2,175	\$2,245	\$2,315
	\$33,659	\$45,429	\$47,149	\$48,870	\$50,590	\$52,310	\$54,030	\$55,750	\$57,470	\$59,190	\$60,910
9	1.046	1.23	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
	\$34,517	\$40,589	\$42,569	\$44,219	\$45,869	\$47,519	\$49,169	\$50,818	\$52,468	\$54,118	\$55,768
TSS Total Dist.		\$5,873	\$5,957	\$6,027	\$6,097	\$6,167	\$6,238	\$6,308	\$6,378	\$6,448	\$6,518
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,726	\$1,810	\$1,880	\$1,951	\$2,021	\$2,091	\$2,161	\$2,231	\$2,301	\$2,372
	\$34,517	\$46,461	\$48,526	\$50,246	\$51,966	\$53,686	\$55,406	\$57,126	\$58,846	\$60,566	\$62,287
10	1.071	1.26	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
	\$35,342	\$41,579	\$43,889	\$45,539	\$47,189	\$48,839	\$50,488	\$52,138	\$53,788	\$55,438	\$57,088
TSS Total Dist.		\$5,915	\$6,013	\$6,083	\$6,153	\$6,224	\$6,294	\$6,364	\$6,434	\$6,504	\$6,574
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,768	\$1,866	\$1,937	\$2,007	\$2,077	\$2,147	\$2,217	\$2,287	\$2,358	\$2,428
	\$35,342	\$47,494	\$49,902	\$51,622	\$53,342	\$55,062	\$56,782	\$58,502	\$60,222	\$61,942	\$63,663
11	1.097	1.29	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
	\$36,200	\$42,569	\$45,209	\$46,859	\$48,509	\$50,158	\$51,808	\$53,458	\$55,108	\$56,758	\$58,408
TSS Total Dist.		\$5,957	\$6,069	\$6,139	\$6,209	\$6,280	\$6,350	\$6,420	\$6,490	\$6,560	\$6,630
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,810	\$1,923	\$1,993	\$2,063	\$2,133	\$2,203	\$2,273	\$2,343	\$2,414	\$2,484
	\$36,200	\$48,526	\$51,278	\$52,998	\$54,718	\$56,438	\$58,158	\$59,878	\$61,598	\$63,319	\$65,039
12	1.122	1.32	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
	\$37,025	\$43,559	\$46,529	\$48,179	\$49,828	\$51,478	\$53,128	\$54,778	\$56,428	\$58,078	\$59,728
TSS Total Dist.		\$5,999	\$6,125	\$6,195	\$6,266	\$6,336	\$6,406	\$6,476	\$6,546	\$6,616	\$6,687
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,852	\$1,979	\$2,049	\$2,119	\$2,189	\$2,259	\$2,329	\$2,400	\$2,470	\$2,540
	\$37,025	\$49,558	\$52,654	\$54,374	\$56,094	\$57,814	\$59,534	\$61,254	\$62,975	\$64,695	\$66,415
13	1.148	1.35	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
	\$37,883	\$44,549	\$47,849	\$49,499	\$51,148	\$52,798	\$54,448	\$56,098	\$57,748	\$59,398	\$61,048
TSS Total Dist.		\$6,041	\$6,181	\$6,252	\$6,322	\$6,392	\$6,462	\$6,532	\$6,602	\$6,673	\$6,743
TSS Equal Dist.	NA	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147	\$4,147
TSS Indexed Dist.	NA	\$1,894	\$2,035	\$2,105	\$2,175	\$2,245	\$2,315	\$2,386	\$2,456	\$2,526	\$2,596
	\$37,883	\$50,590	\$54,030	\$55,750	\$57,470	\$59,190	\$60,910	\$62,631	\$64,351	\$66,071	\$67,791
14	1.173	1.38	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89
	\$38,708	\$45,539	\$49,169	\$50,818	\$52,468	\$54,118	\$55,768	\$57,418	\$59,068	\$60,718	\$62,368
TSS Total Dist.		\$6,083	\$6,238	\$6,308	\$6,378	\$6,448	\$6,518	\$6,588	\$6,659	\$6,729	\$6,799

1 Point=	\$280	9 Point=	\$2,524	17 Point=	\$4,768	24 Point=	\$6,732
2 Point=	\$561	10 Point=	\$2,805	18 Point=	\$5,049	25 Point=	\$7,147
3 Point=	\$841	11 Point=	\$3,085	19 Point=	\$5,329	26 Point=	\$7,427
4 Point=	\$1,122	12 Point=	\$3,366	20 Point=	\$5,610	27 Point=	\$7,707
5 Point=	\$1,402	13 Point=	\$3,646	21 Point=	\$5,890	28 Point=	\$7,987
6 Point=	\$1,683	14 Point=	\$3,927	22 Point=	\$6,171	29 Point=	\$8,267
7 Point=	\$1,963	15 Point=	\$4,207	23 Point=	\$6,451	30 Point=	\$8,547
8 Point=	\$2,244	16 Point=	\$4,488	24 Point=	\$6,732	31 Point=	\$8,827

Schedule "C"

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												
30+ years	\$41,744	\$55,129	\$59,257	\$60,977	\$66,654	\$68,374	\$70,094	\$73,190	\$74,910	\$76,630	\$78,350	\$78,350
25-29 years	\$41,114	\$54,799	\$58,927	\$60,647	\$66,324	\$68,044	\$69,764	\$72,860	\$74,580	\$76,300	\$78,020	\$78,020
20-24 years	\$41,084	\$54,469	\$58,597	\$60,317	\$65,994	\$67,714	\$69,434	\$72,530	\$74,250	\$75,970	\$77,690	\$77,690
TSS Indexed Dist.								\$2,715	\$2,886	\$2,926		
TSS Equal Dist.								\$4,147	\$4,147	\$4,147		
TSS Total Dist.								\$6,862	\$6,932	\$7,002		
19								\$63,553	\$65,503	\$67,153	\$68,803	
TSS Indexed Dist.								1,985	2,035	2,085		
TSS Equal Dist.								\$69,511	\$71,231	\$72,951	\$74,671	
TSS Total Dist.								\$2,666	\$2,736	\$2,807	\$2,877	
18								\$68,135	\$69,855	\$71,575	\$73,295	
TSS Indexed Dist.								\$2,610	\$2,680	\$2,750	\$2,821	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,736	\$6,883	\$6,953	\$7,023	
17								\$66,415	\$68,135	\$69,855	\$71,575	
TSS Indexed Dist.								\$2,544	\$2,614	\$2,684	\$2,754	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,690	\$6,759	\$6,829	\$6,899	
16								\$65,058	\$66,778	\$68,498	\$70,218	
TSS Indexed Dist.								\$2,498	\$2,568	\$2,638	\$2,708	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,645	\$6,714	\$6,784	\$6,854	
15								\$64,007	\$65,727	\$67,447	\$69,167	
TSS Indexed Dist.								\$2,442	\$2,512	\$2,582	\$2,652	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,589	\$6,658	\$6,728	\$6,798	
14								\$63,028	\$64,748	\$66,468	\$68,188	
TSS Indexed Dist.								\$2,392	\$2,462	\$2,532	\$2,602	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,539	\$6,608	\$6,678	\$6,748	
13								\$62,047	\$63,767	\$65,487	\$67,207	
TSS Indexed Dist.								\$2,347	\$2,417	\$2,487	\$2,557	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,494	\$6,563	\$6,633	\$6,703	
12								\$61,066	\$62,786	\$64,506	\$66,226	
TSS Indexed Dist.								\$2,292	\$2,362	\$2,432	\$2,502	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,439	\$6,508	\$6,578	\$6,648	
11								\$60,078	\$61,798	\$63,518	\$65,238	
TSS Indexed Dist.								\$2,247	\$2,317	\$2,387	\$2,457	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,394	\$6,463	\$6,533	\$6,603	
10								\$59,090	\$60,810	\$62,530	\$64,250	
TSS Indexed Dist.								\$2,192	\$2,262	\$2,332	\$2,402	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,339	\$6,408	\$6,478	\$6,548	
9								\$58,102	\$59,822	\$61,542	\$63,262	
TSS Indexed Dist.								\$2,147	\$2,217	\$2,287	\$2,357	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,294	\$6,363	\$6,433	\$6,503	
8								\$57,114	\$58,834	\$60,554	\$62,274	
TSS Indexed Dist.								\$2,092	\$2,162	\$2,232	\$2,302	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,239	\$6,308	\$6,378	\$6,448	
7								\$56,126	\$57,846	\$59,566	\$61,286	
TSS Indexed Dist.								\$2,047	\$2,117	\$2,187	\$2,257	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,194	\$6,263	\$6,333	\$6,403	
6								\$55,138	\$56,858	\$58,578	\$60,298	
TSS Indexed Dist.								\$2,002	\$2,072	\$2,142	\$2,212	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,149	\$6,218	\$6,288	\$6,358	
5								\$54,150	\$55,870	\$57,590	\$59,310	
TSS Indexed Dist.								\$1,957	\$2,027	\$2,097	\$2,167	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,104	\$6,173	\$6,243	\$6,313	
4								\$53,162	\$54,882	\$56,602	\$58,322	
TSS Indexed Dist.								\$1,912	\$1,982	\$2,052	\$2,122	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,059	\$6,128	\$6,198	\$6,268	
3								\$52,174	\$53,894	\$55,614	\$57,334	
TSS Indexed Dist.								\$1,867	\$1,937	\$2,007	\$2,077	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$6,014	\$6,083	\$6,153	\$6,223	
2								\$51,186	\$52,906	\$54,626	\$56,346	
TSS Indexed Dist.								\$1,825	\$1,895	\$1,965	\$2,035	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$5,972	\$6,041	\$6,111	\$6,181	
1								\$50,198	\$51,918	\$53,638	\$55,358	
TSS Indexed Dist.								\$1,783	\$1,853	\$1,923	\$1,993	
TSS Equal Dist.								\$4,147	\$4,147	\$4,147	\$4,147	
TSS Total Dist.								\$5,930	\$6,000	\$6,070	\$6,140	