

Contact: Aimee Claeys and Tim Cook

**PRESENTATIONS BY NON-REPRESENTED FACULTY AND STAFF
ON FY 2017 SALARY ISSUES**

Action Requested: Receive presentations.

Executive Summary: The Regent institutions have groups of faculty and staff who are not organized for the purpose of collective bargaining. Representatives of these groups have been invited to make presentations to the Board on salary policies for FY 2017. Representatives of the following groups have been invited:

University of Iowa Faculty Senate
University of Iowa Staff Council

Iowa State University Faculty Senate
Iowa State University Professional and Scientific Council

University of Northern Iowa Professional and Scientific Council

Iowa School for the Deaf Faculty
Iowa School for the Deaf Professional and Scientific Staff

Iowa Braille and Sight Saving School Faculty
Iowa Braille and Sight Saving School Professional and Scientific Staff

Regents Interinstitutional Supervisory Confidential Council (representing the Regent Merit System supervisory and confidential staff)

A written statement was provided by the Iowa School for the Deaf Faculty (Attachment A).

The Board will consider FY 2017 salary policies at its June 8-9, 2016, meeting.

To: Board of Regents of Iowa
Re: Retirement options for Iowa School for the Deaf Faculty
From: Iowa School for the Deaf Faculty

The faculty of Iowa School for the Deaf are requesting a change in retirement options.

Currently, faculty receive a cash payment for accrued sick leave. The value of the sick leave is calculated by multiplying the number of hours by the employee's hourly rate of pay. The cash payment cannot exceed two thousand dollars.

Faculty committed to the education of Deaf and Hard of Hearing students have accrued many hours of sick leave. Some have hours in excess of a full academic year (189 days). They have performed their duties with dedication and minimal interruption to the students' education. As faculty near retirement, faculty frustration increases due to the minimal value of the accrued sick leave. After years of service and pursuing advanced degrees two thousand dollars is negligible, even based at the rate of a starting teacher, \$43,000 for BA degree.

We request consideration of accrued sick leave remuneration. Remaining accrued sick leave after the cash payout to be placed in an account to purchase health insurance.

Faculty who retire and have applied for retirement benefits under an eligible retirement system, shall be credited with the number of accrued days of sick leave of the employee. The employee shall receive a cash payment of the monetary value of the employee's accrued sick leave balance, not to exceed two thousand dollars. The value of the employee's accrued sick leave balance shall be calculated by multiplying the number of hours of accrued sick leave by the employee's regular hourly rate of pay at the time of retirement.

The employee's available remaining value of sick leave may be used to pay the state share of the employee's continuation of state group health insurance coverage.

The available remaining value of sick leave will be calculated as follows:

- 1. If the employee's accrued sick leave balance prior to payment as above is seven hundred fifty hours or less, sixty percent of the value of the remaining accrued sick leave balance.*
- 2. If the employee's accrued sick leave balance prior to payment as above is one thousand five hundred hours or less but more than seven hundred fifty hours, eighty percent of the value of the remaining accrued sick leave balance.*
- 3. If the employee's accrued sick leave balance prior to payment as above is more than one thousand five hundred hours, one hundred percent of the value of the remaining accrued sick leave balance.*

The employee's available remaining value of sick leave shall be available to pay for that portion of the employee's state group health insurance premium that otherwise would be paid for by the state if the employee were still a state employee. The benefits provided would have no cash value and are not transferable to any other person, including the retiree's spouse. Payment of state group health insurance premiums continues until the available remaining value of sick leave is exhausted, the employee otherwise becomes eligible for federal Medicare program benefits, or the employee dies. In addition, an employee electing benefits for insurance premiums who is reinstated or reemployed in a permanent full-time or permanent part-time position within state government forfeits any remaining benefits for payment of state group health insurance benefits, and such employee is not eligible for restoration of the unused sick leave accrued during the employee's prior employment with the state.