

COMMITTEE MEMORANDUM

To: Human Resources Committee Members
Board of Regents, State of Iowa

From: Tom Evans

Date: April 20, 2005 *ASN*

Subject: Proposed Salary Schedules for Faculty at the Special Schools for Fiscal Year 2006

Recommended Action:

1. Approve the proposed faculty salary schedule for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School for Fiscal Year 2006 (Attachment A), subject to final legislative action, and
2. Approve the proposed supplemental pay schedule for extra-curricular activities at the Iowa School for the Deaf for Fiscal Year 2006 (Attachment B), and
3. Approve the proposed supplemental pay schedule for extra-curricular activities at the Iowa Braille and Sight Saving School for Fiscal Year 2006 (Attachment C).

Executive Summary:

Proposed Pay matrix increase is 3.25%	ISD and IBSSS propose that the pay matrix (Attachment A) for faculty be increased by 3.25% in each cell. The increase between consecutive cells on the vertical scale (for years of service) is 2%.
Average increase 4.3% at ISD, 5.05% at IBSSS	The average percentage salary increase for the current faculty to be placed on the matrix for FY 2006 is 4.3% at ISD and 5.05% at IBSSS with all changes to the salary structure included in the calculation.
Many faculty at maximum of range	The average percent of increase is tempered by the fact that many faculty are at the maximum of their range and are not eligible for the years of service increment.
Extra-curricular pay scales	No changes are proposed in extra-curricular pay scales (Attachment B and C) for either of the special schools.
Comments by faculty	A representative of the IBSSS Faculty Senate, is expected to be present at the Board meeting to comment on the proposed pay policies.

Background:

Faculty on traditional K-12 pay matrix

The pay matrix (Attachment A) for faculty at ISD and IBSSS is structured as a traditional K-12 school system faculty pay matrix. Faculty progress horizontally on the matrix as they complete additional relevant college credits beyond the bachelor's degree and progress vertically on the matrix as they complete years of service.

Starting pay

Beginning annual pay for faculty with a bachelor's degree is \$31,239. For faculty with no college credits beyond a bachelor's degree, no more than eight years of experience is recognized and the maximum annual pay is \$36,602. Relevant educational attainment is recognized for the bachelor's degree + 15 college credit hours, for bachelor's degree + 30 hours, for a master's degree, for a master's degree + 15 hours, for a master's + 30 hours, and for an education specialist degree. The highest number of years experience recognized on any of the scales is 20. The highest salary is \$62,667. For faculty with a relevant Ph.D., the superintendent is authorized to pay 10% above the relative position on the education specialist scale.

Maximum scheduled pay \$62,667

Salaries in other districts

The Iowa Association of School Boards reports statewide faculty salary settlements and calculates average annual salary increases. As of this writing, settlements have not been published for the upcoming year for the two public schools districts in the ISD area (Lewis Central and Council Bluffs) and in the Vinton-Shellsburg School District. In FY 2005 the starting salaries for these districts were:

Lewis Central -- \$23,800
Council Bluffs -- \$24,752
Vinton Shellsburg -- \$25,147

Faculty from nation-wide market

The superintendents of the special schools report that their higher than statewide average starting salaries and salaries for continuing faculty are necessary to attract faculty for their schools. When they have vacancies they recruit from a national marketplace for their specialized staff and seldom have applicants from their local school districts.

Certifications

Faculty and staff at ISD certified by the Council of Education for the Deaf (CED) receive an annual stipend of \$750 and \$1,500 for provisional and permanent certification respectively. No change is recommended for FY 2006.

Faculty at IBSSS certified by the Academy for Certification of Vision Rehabilitation and Education Professionals (AVCREP) receive an annual stipend of \$900. No change is recommended for FY 2006.

ISD – Sign
language
certification

ISD provides extra payment for various levels of sign language proficiency ranging from \$200 to \$1,000 per year.

Average increases

ISD reports that all of the changes identified above will increase faculty salaries by an average of 4.3%.

IBSSS reports that all of the changes identified above will increase faculty salaries by an average of 5.05%.

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Attachment A

**Iowa School for the Deaf
Iowa Braille and Sight Saving School
Faculty Salary Matrix -- FY 2006**

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	31,239	32,801	34,363	37,487	39,049	40,611	42,173
Step 1	31,864	33,457	35,051	38,237	39,830	41,423	43,017
Step 2	32,501	34,126	35,752	39,002	40,627	42,252	43,877
Step 3	33,151	34,809	36,467	39,782	41,439	43,097	44,754
Step 4	33,814	35,505	37,196	40,577	42,268	43,959	45,650
Step 5	34,491	36,215	37,940	41,389	43,113	44,838	46,562
Step 6	35,181	36,940	38,699	42,217	43,976	45,735	47,494
Step 7	35,884	37,678	39,473	43,061	44,855	46,649	48,444
Step 8	36,602	38,432	40,262	43,922	45,752	47,582	49,412
Step 9		39,201	41,067	44,801	46,667	48,534	50,401
Step 10		39,985	41,889	45,697	47,601	49,505	51,409
Step 11		40,784	42,726	46,611	48,553	50,495	52,437
Step 12			43,581	47,543	49,524	51,505	53,486
Step 13			44,453	48,494	50,514	52,535	54,555
Step 14			45,342	49,464	51,525	53,586	55,646
Step 15				50,453	52,555	54,657	56,759
Step 16				51,462	53,606	55,750	57,895
Step 17					54,678	56,865	59,052
Step 18					55,772	58,003	60,234
Step 19						59,163	61,438
Step 20						60,346	62,667

Plus Certifications:

Prov. CED-ISD	\$750
Perm. CED-ISD	\$1,500
ACVREP-IBSSS	\$900
Other Certifications	\$600 to \$1,200

Sign Language Certification:

Intermediate Plus	\$200
Advanced	\$400
Advanced Plus	\$600
Superior	\$800
Superior Plus	\$1,000

For individuals with an appropriate Ph.D., the Superintendent has authority to pay 10% above the person's relative position on the Ed. Spec. track.

Iowa School for the Deaf Extra Curricular Pay FY 2006

HEAD COACH

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2574	2651	2731	2813	2897	2984	3073	3166	3261	3358	3459	3563	3670	3780	3893
BASKETBALL	2574	2651	2731	2813	2897	2984	3073	3166	3261	3358	3459	3563	3670	3780	3893
VOLLEYBALL	2574	2651	2731	2813	2897	2984	3073	3166	3261	3358	3459	3563	3670	3780	3893
TRACK	2574	2651	2731	2813	2897	2984	3073	3166	3261	3358	3459	3563	3670	3780	3893
WRESTLING	2574	2651	2731	2813	2897	2984	3073	3166	3261	3358	3459	3563	3670	3780	3893
CHEERLEADING	2574	2651	2731	2813	2897	2984	3073	3166	3261	3358	3459	3563	3670	3780	3893

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2008	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3038
BASKETBALL	2008	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3038
VOLLEYBALL	2008	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3038
TRACK	2008	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3038
WRESTLING	2008	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3038

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	1204	1204	1204	1204	1204	1204	1204	1204	1204	1204	1204	1204	1204	1204	1204
CONCESSIONS	904	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367
YEARBOOK	904	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367
OTHER	904	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367

Iowa Braille and Sight Saving School
Extra Curricular Activities Pay Plan

FY 2006

<u>FACULTY ECA POSITION</u>	<u>STIPEND</u>
Track Coach	\$3000.00
Wrestling Coach	\$3000.00
Cheerleading Coach	\$3000.00
Swimming Coach	\$3000.00
Forensics Coach	\$3000.00
Special Olympics Cheerleading Coach	\$ 600.00
Special Olympics Track and Field Coach	\$ 300.00*
Senior Class Sponsor (Graduation / Senior Trip)	\$ 600.00
Chaperone(s)	\$ 200.00/night