

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Salary Policy for Faculty of Special Schools
Date: May 8, 2000

Recommended Actions:

1. Approve the faculty salary schedule for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School for fiscal year 2001 (Attachment A).
2. Approve the proposed supplemental pay schedules for extracurricular activities at the special schools in fiscal year 2001 (Attachments B and C).

Executive Summary:

The pay matrix for the faculty at the Iowa School for the Deaf and the Iowa Braille and Sight Saving School will be increased 2.5% with a cost of 4.2% at ISD and 4.4% at IBSSS. Faculty not at the top step will receive step increases. Faculty attaining additional education may move horizontally on the matrix in addition to receiving step increases.

The compensation for the professional certifications to AER (Association for the Education and Rehabilitation of Blind and Visually Handicapped) and in CED (Council of Educators for the Deaf) will not be changed. The Iowa School for the Deaf is proposing no change to its extra-curricular pay scale. The Iowa Braille and Sight Saving School is proposing revisions to its extra-curricular scale which will increase the cost from approximately \$19,500 this school year to approximately \$43,500 next school year.

The recommended actions are consistent with the pay policies established in the salary bill passed by the General Assembly. It is expected that the salary policy will not be fully funded from state appropriations.

Background and Analysis:

In accordance with Iowa Code §262.9(2), the Board appoints institutional employees and fixes their compensation.

The salary increase for the fiscal year 2001 pay policy for faculty of the special schools is within the salary parameters established by the state.


The Iowa Braille and Sight Saving School proposes to change its compensation practice for extra-curricular activities from payment of a lump sum for coaching or sponsorship of various activities to payment based upon a set percentage of the annual salary of the person providing the service. The percentages would range from 4% for coaching of Special Olympics activities to 10% for the wrestling coach. Compensation is proposed for three new functions for the 2000-01 year -- Athletic Director, Journalism Sponsor, and Chaperone for away from school activities. The cost associated with the extra-curricular activities for 1999-2000 was approximately \$19,500. For 2000-2001, the cost will be approximately \$43,500. Superintendent Thurman reports these changes are needed in order to attract staff to provide the extra-curricular services.

The total cost of the fiscal year 2001 pay policy for the faculty of the special schools is 4.2% at ISD and 4.4% at IBSSS.

The Iowa Association of School Boards reports on May 3 that the average salary increase for K-12 school districts for 2001-01 is 4%. The 2000-01 starting salary in the Council Bluffs schools is \$23,450 (an average increase of 4.75%) and in Vinton-Shellsburg the starting salary is \$23,000 (an average increase of 3.3%). The Lewis Central school district has not yet reached agreement. The starting salary for the special schools is \$27,211.

Approval of the salary policy for the faculty of the special schools is recommended.


Marcia R. Brunson

Approved: 
Frank J. Stork

IOWA SCHOOL FOR THE DEAF
AND
IOWA BRAILLE AND SIGHT SAVING SCHOOL
FACULTY
2000-2001 ACADEMIC YEAR

TRACK DEGREE	I BA	II BA + 15	III BA + 30	IV MA	V MA + 15	VI MA + 30	VII ED SPEC
Beginning	\$27,211	\$28,572	\$29,932	\$32,653	\$34,014	\$35,374	\$36,735
Step 1	\$27,755	\$29,143	\$30,531	\$33,306	\$34,694	\$36,082	\$37,470
Step 2	\$28,310	\$29,726	\$31,141	\$33,972	\$35,388	\$36,803	\$38,219
Step 3	\$28,877	\$30,320	\$31,764	\$34,652	\$36,096	\$37,539	\$38,983
Step 4	\$29,454	\$30,927	\$32,399	\$35,345	\$36,818	\$38,290	\$39,763
Step 5	\$30,043	\$31,545	\$33,047	\$36,052	\$37,554	\$39,056	\$40,558
Step 6	\$30,644	\$32,176	\$33,708	\$36,773	\$38,305	\$39,837	\$41,369
Step 7	\$31,257	\$32,820	\$34,383	\$37,508	\$39,071	\$40,634	\$42,197
Step 8	\$31,882	\$33,476	\$35,070	\$38,258	\$39,853	\$41,447	\$43,041
Step 9		\$34,146	\$35,772	\$39,024	\$40,650	\$42,276	\$43,902
Step 10		\$34,829	\$36,487	\$39,804	\$41,463	\$43,121	\$44,780
Step 11		\$35,525	\$37,217	\$40,600	\$42,292	\$43,983	\$45,675
Step 12			\$37,961	\$41,412	\$43,138	\$44,863	\$46,589
Step 13			\$38,720	\$42,240	\$44,000	\$45,760	\$47,520
Step 14			\$39,495	\$43,085	\$44,880	\$46,676	\$48,471
Step 15				\$43,947	\$45,778	\$47,609	\$49,440
Step 16				\$44,826	\$46,694	\$48,561	\$50,429
Step 17					\$47,627	\$49,533	\$51,438
Step 18					\$48,580	\$50,523	\$52,466
Step 19						\$51,534	\$53,516
Step 20						\$52,564	\$54,586

Plus certifications:

AA(AER) or Prov. CED	\$480
AAA(AER) or Perm. CED	\$900
Other	
Professional	
Certifications	\$480 or \$900

Sign Language Certification:

Intermediate Plus	\$100
Advanced	\$200
Advanced Plus	\$300
Superior	\$400
Superior Plus	\$500

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.

ISD SUPPLEMENTAL PAY SCHEDULE

HEAD COACH

100.00%

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
BASKETBALL	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
VOLLEYBALL	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
TRACK	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
WRESTLING	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
BASKETBALL	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
VOLLEYBALL	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
TRACK	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
WRESTLING	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
CHEERLEADING	978	978	978	978	978	978	978	978	978	978	978	978	978	978	978
SENIORS	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147
CONCESSIONS	861	861	883	906	930	956	981	1008	1036	1065	1094	1124	1153	1184	1217
YEARBOOK	861	861	883	906	930	956	981	1008	1036	1065	1094	1124	1153	1184	1217
OTHER	861	861	883	906	930	956	981	1008	1036	1065	1094	1124	1153	1184	1217

Iowa Braille and Sight Saving School
Extra-curricular Activities
Fiscal Year 2001

	Fiscal Year 2001 Percent of Base Salary	Fiscal Year 2000 Amount
Track & Field Coach - Boys	6%	1,794
Track & Field Coach - Girls	6%	1,794
Wrestling Coach	10%	1,473
Cheerleading Coach	10%	1,794
Swimming Coach - Boys	6%	1,794
Swimming Coach - Girls	6%	1,794
Forensics Coach	6%	1,794
Special Olympics Track Coach	4%	1,178
Special Olympics Bowling Coach	4%	1,178
Special Olympics Cheerleading Coach	4%	1,178
Student Activities Sponsor	6%	1,473
Athletic Director (new beg. FY01)	6%	n/a
Journalism Sponsor (new beg. FY01)	6%	n/a
Chaperone (\$400 x 12 weekends)		n/a