

MEMORANDUM

To Board of Regents
From: Board Office
Subject: FY 2005 Extra Curricular Activities Pay Plan – Iowa Braille and Sight Saving School
Date: June 7, 2004

Recommended Action:

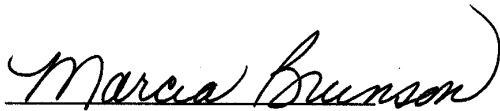
Approve the FY 2005 Extra Curricular Activities (ECA) Pay Plan for the Iowa Braille and Sight Saving School.

Executive Summary:

Approval deferred	When the Board approved pay plans for the universities and special schools in April, Superintendent Thurman asked that action on the extra curricular pay plan for IBSSS for the coming year be deferred until a later time.
Meeting with faculty	The Superintendent has met with the faculty who act as coaches and sponsor other student activities at the school. They reviewed each sport or activity to determine the benefits to students, the associated travel needs and other related expenses, the time commitment for faculty, the need for chaperones and other concerns. As a result of this review, some activities have been eliminated and others combined.
Proposed pay schedule provides for lump sum payment	The Superintendent is recommending the ECA for 2004-2005 which provides payment of lump sums for each extra curricular activity. The proposed ECA pay plan is shown in Attachment A.
Change from percentage to flat amount for ECA	The ECA for FY 2004 year provided faculty who coach or sponsor activities a percentage of their annual teaching salary for providing these extra services.

The change from percentage to lump provides equity in compensation for these extra curricular activities for faculty regardless of their placement on the salary scale.

The Superintendent has indicated that faculty who do not agree to payment on the proposed FY 2005 ECA pay plan will receive payment based on the FY 2004 play plan (Attachment B). This is due to the continuing contract statute (Iowa Code §279.19A) and the requirement to notify faculty of such changes in the spring of the year.



Marcia R. Brunson

Approved: 

Gregory S. Nichols

IOWA BRAILLE AND SIGHT SAVING SCHOOL
EXTRA CURRICULAR ACTIVITIES PAY PLAN
FY 2005

<u>FACULTY ECA POSITION</u>	<u>STIPEND</u>
Track Coach	\$3,000.00
Wrestling Coach	\$3,000.00
Cheerleading Coach	\$3,000.00
Swimming Coach	\$3,000.00
Forensics Coach	\$3,000.00
Special Olympics Cheerleading Coach	\$600.00
Special Olympics Track and Field Coach	\$300.00*
Senior Class Sponsor (Graduation / Senior Trip)	\$600.00
Chaperone	\$200.00/night

*If Special Olympics Track and Field athletes qualify for state competition, the coach will receive an additional \$300.00 in compensation for the additional time.

IOWA BRAILLE AND SIGHT SAVING SCHOOL
EXTRA CURRICULAR ACTIVITIES PAY PLAN
FY 2004

FY04 %	ECA
6%	Track & Field Coach – Girls and Boys
6%	Wrestling Coach
6%	Swimming Coach – Girls and Boys
6%	Forensics Coach
4%	Special Olympics Track Coach
4%	Special Olympics Cheerleading Coach
2%	Special Olympics Bowling Coach
2%	Special Olympics Swimming Coach
6%	Student Activities Sponsor
6%	Athletic Director
6%	Journalism Sponsor
	Chaperone (\$400 per weekend)