

**BOARD MEMORANDUM**

**TO:** Board of Regents  
**FROM:** Marcia R. Brunson  
**DATE:** June 1, 2005 *ASN*  
**SUBJ:** FY 2006 Pay Policies

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**Recommended Action:**

Approve pay matrices for FY 2006 for the Regent institutions and Board Office as detailed below

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**Executive Summary:**

FY 2006 Pay Polices            The Board is asked to approve pay matrices as detailed in the following attachments:

- A -- University of Professional and Scientific
- B -- Iowa State University Professional and Scientific
- C -- University of Northern Iowa Professional and Scientific
- D -- Special Schools Professional and Scientific
- E -- Board Office Professional and Scientific
- F -- Regent Merit System Supervisory
- G -- Special Schools Faculty
- H -- Iowa School for the Deaf Extra Curricular
- I -- Iowa Braille and Sight Saving School Extra Curricular

Professional and Scientific Pay Plans

The institutions and Board are proposing the following for their professional and scientific plans:

University of Iowa – It is proposed to increase the P&S pay matrix by 2% on the minimum and 3% on the maximum. Based on current revenue assumptions, nonorganized P&S Increases are expected to average 3%. The University is encouraging its units to achieve up to an average of 4.5% when feasible through reallocation and/or flexibility based on funding source. See Attachment A

Iowa State University – It is proposed to increase the P&S matrix minimums and maximums of the P&S pay matrix by 2.5%. It is anticipated that P&S staff will receive on average a 3% increase. Employee pay increases will be based on performance. Employees with satisfactory will receive a minimum increase of 1% of their pay range midpoint. See Attachment B.

University of Northern Iowa -- It is proposed to increase the minimums of the P&S pay matrix by 1% and by the maximums by 3%. P&S staff will receive merit increases consistent with the negotiated faculty agreement which provides for a 1.5% average increase on July 1, 2005, and a 1.0% average increase on January 1, 2006. See Attachment C.

Iowa School for the Deaf and Iowa Braille and Sight Saving School – It is proposed to increase the minimums and the maximums of the P&S pay matrix by 3%. It is anticipated the average P&S increase at the two special schools will be 4.5%. See Attachment D.

Board Office – It is proposed to increase the minimums and maximums of the P&S pay matrix by 4%. The average increase is expected to be 3.8%. See Attachment E.

Regent Merit System

The pay increases for the nonorganized merit staff will mirror those given through collective bargaining negotiations for AFSCME covered staff. There will be no across-the-board increase on July 1, 2005. Those employees at the maximums of their pay grades will receive a 2.5% increase on April 1, 2006. Eligible employees will continue to receive step increases valued 4.5% on their anniversary dates. See Attachment F.

Special School Faculty

The proposed matrix for faculty at the special schools has been increased by 3.25%. Eligible faculty will receive a one step increase on the matrix and will be also be provided within the matrix for increased levels of education. IBSSS anticipates an average increase of 5% for faculty. ISD anticipates a 4.3% average faculty increase. See Attachment G.

Special School Extra-Curricular

The extra-curricular pay matrices at each of the special schools is unchanged from the FY 2005. See Attachments H and I.

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**University of Iowa  
Professional and Scientific Pay Plan  
FY 2006**

<b>Grade</b>	<b>Minimum</b>	<b>1st Quartile</b>	<b>Midpoint</b>	<b>Third Quartile</b>	<b>Maximum</b>
1	\$20,433	\$24,889	\$29,345	\$33,800	\$38,256
2	\$22,103	\$26,929	\$31,755	\$36,581	\$41,407
3	\$23,909	\$29,131	\$34,353	\$39,575	\$44,797
4	\$25,875	\$31,526	\$37,177	\$42,827	\$48,478
5	\$28,002	\$34,179	\$40,356	\$46,533	\$52,710
6	\$30,302	\$36,980	\$43,659	\$50,337	\$57,015
7	\$32,775	\$39,933	\$47,092	\$54,250	\$61,408
8	\$35,454	\$43,200	\$50,945	\$58,691	\$66,436
9	\$38,360	\$46,739	\$55,118	\$63,497	\$71,876
10	\$41,497	\$50,566	\$59,634	\$68,703	\$77,771
11	\$44,904	\$54,713	\$64,522	\$74,331	\$84,140
12	\$48,591	\$59,203	\$69,815	\$80,426	\$91,038
13	\$52,551	\$64,037	\$75,523	\$87,008	\$98,494
14	\$56,867	\$69,293	\$81,718	\$94,144	\$106,569
15	\$61,523	\$74,967	\$88,411	\$101,855	\$115,299
16	\$66,553	\$81,106	\$95,659	\$110,211	\$124,764
17	\$72,016	\$87,753	\$103,489	\$119,226	\$134,962
18	\$77,924	***	***	***	OPEN

**Iowa State University  
Professional and Scientific Pay Plan  
FY 2006**

PAY GRADE	MINIMUM	FIRST THIRD	GRADE MIDPOINT	MAXIMUM
11	\$27,229	\$32,632	\$35,334	\$43,437
12	\$29,123	\$35,203	\$38,244	\$47,363
13	\$31,808	\$38,773	\$42,256	\$52,704
14	\$35,089	\$43,137	\$47,161	\$59,234
15	\$39,125	\$48,501	\$53,189	\$67,253
16	\$44,491	\$55,615	\$61,177	\$77,864
17	\$50,646	\$63,830	\$70,422	\$90,196
18	\$58,765	\$74,669	\$82,621	\$106,476
19	\$68,862	\$88,206	\$97,879	\$126,899
20	\$82,206			

**University of Northern Iowa  
Professional and Scientific Pay Plan  
FY 2006**

Pay Grade	Minimum	First Quartile	Midpoint	Third Quartile	Maximum
I	\$22,950	\$28,900	\$34,860	\$40,810	\$46,770
II	\$26,280	\$33,190	\$40,100	\$47,010	\$53,920
III	\$30,230	\$38,400	\$46,570	\$54,740	\$62,910
IV	\$35,070	\$45,180	\$55,280	\$65,390	\$75,490
V	\$41,030	\$53,180	\$65,330	\$77,470	\$89,620
VI	\$49,350	\$63,830	\$78,310	\$92,780	\$107,260
VII	\$58,520	\$76,330	\$94,150	\$111,960	\$129,770
VIII	\$69,950	\$92,040	\$114,130	\$136,220	Open

IOWA SCHOOL FOR THE DEAF  
IOWA BRAILLE AND SIGHT SAVING SCHOOL

PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE

FY 2006

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$27,620	\$33,591	\$39,561	43.23%
2	\$29,699	\$36,567	\$43,435	46.25%
3	\$33,534	\$41,314	\$49,095	46.40%
4	\$37,110	\$46,682	\$56,253	51.59%
5	\$40,935	\$51,869	\$62,802	53.42%
6	\$45,711	\$58,556	\$71,401	56.20%

SALARY GRADE ASSIGNMENTS

- 3 Accountant (ISD)  
Communications Specialist (ISD)  
Recreation Utilization Coordinator (ISD)  
Registered Nurse I (ISD)  
Residential Counselor (ISD)  
Residential Programmer (IBSSS)  
Sign Language Communications Program Coordinator (ISD)
- 4 Administrative Assistant (ISD)  
Facilities Manager (IBSSS)  
Human Resources Specialist (IBSSS)  
Residential Services Specialist (IBSSS)  
Social Worker (ISD)
- 5 Director of Development (ISD)  
Director of Human Resources (ISD)  
Family Services Specialist (IBSSS)  
Information Technology Specialist (ISD/IBSSS)  
Outreach Coordinator (ISD)  
Registered Nurse, Head (ISD/IBSSS)  
Residence Dean (ISD/IBSSS)

**BOARD OF REGENTS, STATE OF IOWA**  
**Board Office P&S Salary Schedule**  
**Proposed FY 2006**

<b>Salary Grade</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Spread</b>
1	\$30,449	\$36,597	\$45,673	50%
2	\$35,930	\$43,185	\$53,894	50%
3	\$42,396	\$50,957	\$63,595	50%
4	\$50,028	\$60,130	\$75,041	50%
5	\$59,032	\$70,953	\$88,549	50%
6	\$69,659	\$83,725	\$104,488	50%
7	\$82,197	\$98,795	\$123,296	50%
8	\$96,992	\$116,578	\$145,489	50%
9	\$114,451	\$137,562	\$171,678	50%

**Assignment of Classifications to Pay Grades**

- 2 Senior Administrative Assistant
- 3 Executive Assistant  
Technical Specialist\*\*
- 4 Policy and Operations Analyst\*\*
- 5 Regents Associate Counsel\*\*  
Regents Communication Officer
- 6 Director, Internal Audit  
Policy and Operations Officer\*\*
- 7 Chief Business Officer  
Regents General Counsel
- 8 Chief Public Affairs Officer and  
Deputy Executive Director
- 9 Executive Director

**University of Iowa P&S Positions Detailed to the Board Office**

<b>Position</b>	<b>SUI Pay Grade</b>	<b>Salary Range</b>
Policy and Operations Officer **	14	\$56,867-\$106,569
Policy and Operations Analyst **	10	\$41,497-\$77,771
Regents Associate Counsel**	10	\$41,497-\$77,771
Technical Specialist **	8	\$35,454 - \$66,436

\*\* in both the Board Office System and SUI system

**Other positions**

State Relations Officer	SUI Grade 17	\$72,016-\$134,962
	ISU Grade 17	\$50,646- \$90,196
	UNI Grade 6	\$49,350-\$107,260

**Board of Regents, State of Iowa**  
**Regent Merit System**  
**Supervisory Pay Plan -- July 1, 2005**  
 (Based on 2,088 work hours in fiscal year)

Grade	Pay Basis	7/1/05 Minimum	7/1/05 Maximum
1	Hourly	7.53	13.52
2	Hourly	8.28	14.13
3	Hourly	10.18	14.76
	Semi-Monthly	885.66	1,284.12
	Monthly	1,771.32	2,568.24
	Annual	21,255.84	30,818.88
4	Hourly	10.63	15.43
	Semi-Monthly	924.81	1,342.41
	Monthly	1,849.62	2,684.82
	Annual	22,195.44	32,217.84
5	Hourly	11.11	16.12
	Semi-Monthly	966.57	1,402.44
	Monthly	1,933.14	2,804.88
	Annual	23,197.68	33,658.56
6	Hourly	11.61	16.85
	Semi-Monthly	1,010.07	1,465.95
	Monthly	2,020.14	2,931.90
	Annual	24,241.68	35,182.80
7	Hourly	12.14	17.61
	Semi-Monthly	1,056.18	1,532.07
	Monthly	2,112.36	3,064.14
	Annual	25,348.32	36,769.68
8	Hourly	12.68	18.40
	Semi-Monthly	1,103.16	1,600.80
	Monthly	2,206.32	3,201.60
	Annual	26,475.84	38,419.20
9	Hourly	13.25	19.23
	Semi-Monthly	1,152.75	1,673.01
	Monthly	2,305.50	3,346.02
	Annual	27,666.00	40,152.24
10	Hourly	13.85	20.09
	Semi-Monthly	1,204.95	1,747.83
	Monthly	2,409.90	3,495.66
	Annual	28,918.80	41,947.92
11	Hourly	14.47	21.00
	Semi-Monthly	1,258.89	1,827.00
	Monthly	2,517.78	3,654.00
	Annual	30,213.36	43,848.00
12	Hourly	15.13	21.93
	Semi-Monthly	1,316.31	1,907.91
	Monthly	2,632.62	3,815.82
	Annual	31,591.44	45,789.84
13	Hourly	15.80	22.92
	Semi-Monthly	1,374.60	1,994.04
	Monthly	2,749.20	3,988.08
	Annual	32,990.40	47,856.96
14	Hourly	16.52	23.96
	Semi-Monthly	1,437.24	2,084.52
	Monthly	2,874.48	4,169.04
	Annual	34,493.76	50,028.48
15	Hourly	17.26	25.03
	Semi-Monthly	1,501.62	2,177.61
	Monthly	3,003.24	4,355.22
	Annual	36,038.88	52,262.64
16	Hourly	18.04	26.15
	Semi-Monthly	1,569.48	2,275.05
	Monthly	3,138.96	4,550.10
	Annual	37,667.52	54,601.20
17	Hourly	18.85	27.35
	Semi-Monthly	1,639.95	2,379.45
	Monthly	3,279.90	4,758.90
	Annual	39,358.80	57,106.80
18	Hourly	19.70	28.57
	Semi-Monthly	1,713.90	2,485.59
	Monthly	3,427.80	4,971.18
	Annual	41,133.60	59,654.16



**Board of Regents, State of Iowa  
Regent Merit System  
Supervisory Pay Plan - April 1, 2006  
(Based on 2,088 work hours in fiscal year)**

<b>Grade</b>	<b>Pay Basis</b>	<b>4/1/06 Minimum</b>	<b>4/1/06 Maximum</b>
1	Hourly	7.53	13.86
2	Hourly	8.28	14.48
3	Hourly	10.18	15.13
	Semi-Monthly	885.66	1,316.31
	Monthly	1,771.32	2,632.62
	Annual	21,255.84	31,591.44
4	Hourly	10.63	15.82
	Semi-Monthly	924.81	1,376.34
	Monthly	1,849.62	2,752.68
	Annual	22,195.44	33,032.16
5	Hourly	11.11	16.52
	Semi-Monthly	966.57	1,437.24
	Monthly	1,933.14	2,874.48
	Annual	23,197.68	34,493.76
6	Hourly	11.61	17.27
	Semi-Monthly	1,010.07	1,502.49
	Monthly	2,020.14	3,004.98
	Annual	24,241.68	36,059.76
7	Hourly	12.14	18.05
	Semi-Monthly	1,056.18	1,570.35
	Monthly	2,112.36	3,140.70
	Annual	25,348.32	37,688.40
8	Hourly	12.68	18.86
	Semi-Monthly	1,103.16	1,640.82
	Monthly	2,206.32	3,281.64
	Annual	26,475.84	39,379.68
9	Hourly	13.25	19.71
	Semi-Monthly	1,152.75	1,714.77
	Monthly	2,305.50	3,429.54
	Annual	27,666.00	41,154.48
10	Hourly	13.85	20.59
	Semi-Monthly	1,204.95	1,791.33
	Monthly	2,409.90	3,582.66
	Annual	28,918.80	42,991.92
11	Hourly	14.47	21.53
	Semi-Monthly	1,258.89	1,873.11
	Monthly	2,517.78	3,746.22
	Annual	30,213.36	44,954.64
12	Hourly	15.13	22.48
	Semi-Monthly	1,316.31	1,955.76
	Monthly	2,632.62	3,911.52
	Annual	31,591.44	46,938.24
13	Hourly	15.80	23.49
	Semi-Monthly	1,374.60	2,043.63
	Monthly	2,749.20	4,087.26
	Annual	32,990.40	49,047.12
14	Hourly	16.52	24.56
	Semi-Monthly	1,437.24	2,136.72
	Monthly	2,874.48	4,273.44
	Annual	34,493.76	51,281.28
15	Hourly	17.26	25.66
	Semi-Monthly	1,501.62	2,232.42
	Monthly	3,003.24	4,464.84
	Annual	36,038.88	53,578.08
16	Hourly	18.04	26.80
	Semi-Monthly	1,569.48	2,331.60
	Monthly	3,138.96	4,663.20
	Annual	37,667.52	55,958.40
17	Hourly	18.85	28.03
	Semi-Monthly	1,639.95	2,438.61
	Monthly	3,279.90	4,877.22
	Annual	39,358.80	58,526.64
18	Hourly	19.70	29.28
	Semi-Monthly	1,713.90	2,547.36
	Monthly	3,427.80	5,094.72
	Annual	41,133.60	61,136.64

**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 MATRIX  
FY 2006**

HEAD COACH  
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	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  
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	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  
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	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 PAY MATRIX  
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