

Contact: Marcia Brunson

FY 2012 SALARY POLICIES

Actions Requested: Consider approval of the following effective July 1, 2011:

1. Nonorganized professional and scientific salary policies and pay matrices -- University of Iowa, Iowa State University, University of Northern Iowa, Iowa School for the Deaf, Iowa Braille and Sight Saving School, and the Board Office;
2. Faculty salary policies -- University of Iowa, Iowa State University, Iowa School for the Deaf and Iowa Braille and Sight Saving School;
3. Faculty extracurricular pay schedules – Iowa School for the Deaf and Iowa Braille and Sight Saving School; and
4. Nonorganized Regent Merit System salary policies and pay matrices.

Executive Summary: Due to the complexity of the payroll processes and systems at the universities, it is necessary for the Board to consider salary policies for nonorganized faculty and staff at this meeting so the changes may be effective for the July 1 payroll even with the uncertainty of funding from the state. After the funding is determined, adjustments to the salary policies may be considered. Salary increases for faculty and staff covered by collective bargaining agreements will be given in the manner negotiated with the various unions.

The statewide collective bargaining agreement with AFSCME provides for a 2% increase on July 1, 2011, and a 1% increase on January 1, 2012. Eligible merit staff members will continue to receive a step increase of 4.5% at their next scheduled merit increase dates, until they reach the maximum of their pay scales. The Board of Regents employs about 6,600 AFSCME-covered staff in blue collar, security, technical and clerical units. The institutions estimate average increases for AFSCME and nonorganized merit employees in FY 2012 will be as follows: SUI – 4.8%, ISU – 4.9%, UNI – 4.25%, ISD – 5.23%; IBSSS – 6.23%.

It is proposed the pay policy for the nonorganized staff in the Regent Merit System be the same as that negotiated with AFSCME for employees in statewide bargaining units. The proposed nonorganized matrix is increased by 2% on July 1, 2011, and 1% on January 1, 2012 (Attachment A). Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% increases on their anniversary dates.

The proposed institutional and Board Office salary policies for FY 2012 are summarized below.

University of Iowa – Average faculty salary increases for each college, vice president unit, and other major administrative units are expected to be between 2% and 4%. Units will have latitude in faculty pay adjustments based upon individual circumstances, but the average increase for each unit must fall within the range cited above. The University proposes that units be allowed to provide on a case-by-case basis promotional increases (e.g. assistant to associate professor), as well as meet counter offers, equity matters, and acute compression issues. In addition, colleges having plans allowing variable, non-recurring compensation to faculty based on productivity will continue in FY 2012. These colleges are – College of Medicine, College of Dentistry, College of Pharmacy, and College of Nursing.

Salary increases for nonorganized professional and scientific (P&S) staff will be based on merit, and it is anticipated increases will be between 2% and 4%. The proposed P&S matrix is not increased on the minimums and is increased by 2% on the maximums (see Attachment B).

Collective bargaining negotiations with SEIU for the tertiary care employees of the University Hospitals and Clinics resulted in a voluntary settlement for FY 2012 and FY 2013. Attachment C details the salary increases for FY 2012, the first year of the two-year agreement. The university estimates the average increase in salary and benefit costs in the SEIU unit to be 3.54% for FY 2012.

A voluntary agreement was reached with the organized graduate students (COGS) during collective bargaining for the two-year contract beginning July 1, 2011. Minimum salaries for the COGS unit will increase 2% on July 1, 2011. Details of the agreement with COGS regarding tuition scholarships may be found in Attachment D. The university estimates the cost of the agreement will be 2.48% for FY 2012.

Iowa State University – As part of the planning for the FY 2012 budget, Iowa State developed a salary policy for faculty, P&S staff, contract employees and post docs. The policy formalizes and clarifies many of the practices of the past several years. It defines reasons for annual salary adjustments, establishes an expectation for written documentation to support the rationale for salary adjustments and formalizes the development of planning parameters for salary adjustments as part of the budget development process.

For FY 2012 two parameters have been established. All faculty and non-contract staff with satisfactory performance will be awarded a minimum salary adjustment of 0.5%; increases beyond that will be determined by individual units, however, proposed increases that exceed 5.0% require administrative approval. Faculty who have been awarded tenure or promoted will all receive an additional salary increment to reflect that achievement. Overall the faculty and P&S staff salary base is expected to increase by approximately 3.0%.

The proposed pay matrix for P&S staff (Attachment E) is unchanged from FY 2011.

University of Northern Iowa – A voluntary agreement through collective bargaining was not reached with the organized faculty (UNI-United Faculty) requiring arbitration. The arbitrator awarded pay increases for the United Faculty of 2.25% on July 1, 2011, and an additional 1.25% increase on January 1, 2012. The university is proposing the same increases for P&S staff. The portion for across-the-board increases for staff with satisfactory or above performance and the amount for meritorious performance will be determined by the UNI Cabinet, taking into consideration the recommendation of the UNI P&S Council. The University proposes an adjustment of 1% at the minimums and 2% at the maximums for all eight pay grades of the P&S salary matrix for FY 2012 (Attachment F).

Iowa School for the Deaf – ISD's proposed FY 2012 faculty salary matrix remains unchanged from the FY 2011 matrix (Attachment G). Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications from the Council for Education of the Deaf [CED] and the American Speech-Language Hearing Association [ASHA]. These amounts are unchanged from FY 2011. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be approximately 0.9%. The proposed extra curricular pay schedule is unchanged from FY 2011 (Attachment H).

ISD and IBSSS share a single P&S salary matrix (Attachment I). The proposed matrix is unchanged from FY 2011. ISD proposes no increase in P&S salaries. The salary policy allows for eligible P&S staff to receive merit pay for sign language proficiency at ISD. The amounts are based upon the employee's level of competency and are shown on the ISD faculty matrix. The amounts paid for sign language proficiency are unchanged from FY 2011. Iowa Braille and Sight Saving School – IBSSS proposes an increase of 1.5% to each cell of the faculty salary matrix for FY 2012 (Attachment J). Qualified faculty will continue to receive stipends for professional certification (Academy for Certification of Vision, Rehabilitation, and Education Professionals [ACVREP]). This amount is unchanged from FY 2011. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be 2.5%.

As noted above, ISD and IBSSS share a single P&S salary matrix (Attachment I). IBSSS is proposing 1.5% increases for P&S staff.

The extra-curricular pay scale for IBSSS is unchanged from FY 2011 (Attachment K).

Board Office – Proposed salary increases for Board Office employees, excluding the Executive Director, will be based on performance and will average approximately 3%. The proposed pay matrix is increased 2% at both the minimums and the maximums (Attachment L). The Executive Director's position is in grade 9, and the salary range for that grade is established by the legislature and has not been changed for a number of years.

Board of Regents, State of Iowa
Regent Merit System Pay Plan
July 1, 2011

Grade	Pay Basis	7/1/2011 Minimum	7/1/2011 Maximum
1	Hourly	8.56	15.76
2	Hourly	9.41	16.46
3	Hourly	11.57	17.21
	Semi-Monthly	1,002.73	1,491.53
	Monthly	2,005.47	2,983.07
	Annual	24,065.60	35,796.80
4	Hourly	12.10	17.98
	Semi-Monthly	1,048.67	1,558.27
	Monthly	2,097.33	3,116.53
	Annual	25,168.00	37,398.40
5	Hourly	12.63	18.79
	Semi-Monthly	1,094.60	1,628.47
	Monthly	2,189.20	3,256.93
	Annual	26,270.40	39,083.20
6	Hourly	13.21	19.64
	Semi-Monthly	1,144.87	1,702.13
	Monthly	2,289.73	3,404.27
	Annual	27,476.80	40,851.20
7	Hourly	13.79	20.52
	Semi-Monthly	1,195.13	1,778.40
	Monthly	2,390.27	3,556.80
	Annual	28,683.20	42,681.60
8	Hourly	14.41	21.45
	Semi-Monthly	1,248.87	1,859.00
	Monthly	2,497.73	3,718.00
	Annual	29,972.80	44,616.00
9	Hourly	15.09	22.41
	Semi-Monthly	1,307.80	1,942.20
	Monthly	2,615.60	3,884.40
	Annual	31,387.20	46,612.80
10	Hourly	15.75	23.42
	Semi-Monthly	1,365.00	2,029.73
	Monthly	2,730.00	4,059.47
	Annual	32,760.00	48,713.60
11	Hourly	16.45	24.49
	Semi-Monthly	1,425.67	2,122.47
	Monthly	2,851.33	4,244.93
	Annual	34,216.00	50,939.20

Board of Regents, State of Iowa
Regent Merit System Pay Plan
July 1, 2011

Grade	Pay Basis	7/1/2011 Minimum	7/1/2011 Maximum
12	Hourly	17.21	25.57
	Semi-Monthly	1,491.53	2,216.07
	Monthly	2,983.07	4,432.13
	Annual	35,796.80	53,185.60
13	Hourly	17.96	26.71
	Semi-Monthly	1,556.53	2,314.87
	Monthly	3,113.07	4,629.73
	Annual	37,356.80	55,556.80
14	Hourly	18.79	27.92
	Semi-Monthly	1,628.47	2,419.73
	Monthly	3,256.93	4,839.47
	Annual	39,083.20	58,073.60
15	Hourly	19.62	29.18
	Semi-Monthly	1,700.40	2,528.93
	Monthly	3,400.80	5,057.87
	Annual	40,809.60	60,694.40
16	Hourly	20.51	30.48
	Semi-Monthly	1,777.53	2,641.60
	Monthly	3,555.07	5,283.20
	Annual	42,660.80	63,398.40
17	Hourly	21.44	31.88
	Semi-Monthly	1,858.13	2,762.93
	Monthly	3,716.27	5,525.87
	Annual	44,595.20	66,310.40
18	Hourly	22.40	33.29
	Semi-Monthly	1,941.33	2,885.13
	Monthly	3,882.67	5,770.27
	Annual	46,592.00	69,243.20

Board of Regents, State of Iowa
Regent Merit System Pay Plan
January 1, 2012

Grade	Pay Basis	1/1/2012 Minimum	1/1/2012 Maximum
1	Hourly	8.65	15.92
2	Hourly	9.50	16.62
3	Hourly	11.69	17.38
	Semi-Monthly	1,017.03	1,512.06
	Monthly	2,034.06	3,024.12
	Annual	24,408.72	36,289.44
4	Hourly	12.22	18.16
	Semi-Monthly	1,063.14	1,579.92
	Monthly	2,126.28	3,159.84
	Annual	25,515.36	37,918.08
5	Hourly	12.76	18.98
	Semi-Monthly	1,110.12	1,651.26
	Monthly	2,220.24	3,302.52
	Annual	26,642.88	39,630.24
6	Hourly	13.34	19.84
	Semi-Monthly	1,160.58	1,726.08
	Monthly	2,321.16	3,452.16
	Annual	27,853.92	41,425.92
7	Hourly	13.93	20.73
	Semi-Monthly	1,211.91	1,803.51
	Monthly	2,423.82	3,607.02
	Annual	29,085.84	43,284.24
8	Hourly	14.55	21.66
	Semi-Monthly	1,265.85	1,884.42
	Monthly	2,531.70	3,768.84
	Annual	30,380.40	45,226.08
9	Hourly	15.24	22.63
	Semi-Monthly	1,325.88	1,968.81
	Monthly	2,651.76	3,937.62
	Annual	31,821.12	47,251.44
10	Hourly	15.91	23.65
	Semi-Monthly	1,384.17	2,057.55
	Monthly	2,768.34	4,115.10
	Annual	33,220.08	49,381.20
11	Hourly	16.61	24.73
	Semi-Monthly	1,445.07	2,151.51
	Monthly	2,890.14	4,303.02
	Annual	34,681.68	51,636.24

Board of Regents, State of Iowa
Regent Merit System Pay Plan
January 1, 2012

Grade	Pay Basis	1/1/2012 Minimum	1/1/2012 Maximum
12	Hourly	17.38	25.83
	Semi-Monthly	1,512.06	2,247.21
	Monthly	3,024.12	4,494.42
	Annual	36,289.44	53,933.04
13	Hourly	18.14	26.98
	Semi-Monthly	1,578.18	2,347.26
	Monthly	3,156.36	4,694.52
	Annual	37,876.32	56,334.24
14	Hourly	18.98	28.20
	Semi-Monthly	1,651.26	2,453.40
	Monthly	3,302.52	4,906.80
	Annual	39,630.24	58,881.60
15	Hourly	19.82	29.47
	Semi-Monthly	1,724.34	2,563.89
	Monthly	3,448.68	5,127.78
	Annual	41,384.16	61,533.36
16	Hourly	20.72	30.78
	Semi-Monthly	1,802.64	2,677.86
	Monthly	3,605.28	5,355.72
	Annual	43,263.36	64,268.64
17	Hourly	21.65	32.20
	Semi-Monthly	1,883.55	2,801.40
	Monthly	3,767.10	5,602.80
	Annual	45,205.20	67,233.60
18	Hourly	22.62	33.62
	Semi-Monthly	1,967.94	2,924.94
	Monthly	3,935.88	5,849.88
	Annual	47,230.56	70,198.56

**University of Iowa
Professional and Scientific Salary Schedule FY 2012**

Grade	Minimum	1st Quartile	Midpoint	Third Quartile	Maximum
1	\$21,684	\$27,456	\$33,228	\$38,999	\$44,771
2	\$23,456	\$29,707	\$35,957	\$42,208	\$48,458
3	\$25,373	\$32,136	\$38,899	\$45,662	\$52,425
4	\$27,459	\$34,778	\$42,096	\$49,415	\$56,733
5	\$29,716	\$37,709	\$45,701	\$53,694	\$61,686
6	\$32,157	\$40,799	\$49,441	\$58,082	\$66,724
7	\$34,782	\$44,053	\$53,323	\$62,594	\$71,864
8	\$37,624	\$47,655	\$57,686	\$67,717	\$77,748
9	\$40,708	\$51,560	\$62,412	\$73,264	\$84,116
10	\$44,037	\$55,782	\$67,526	\$79,271	\$91,015
11	\$47,652	\$60,356	\$73,060	\$85,764	\$98,468
12	\$51,565	\$65,309	\$79,053	\$92,796	\$106,540
13	\$55,767	\$70,642	\$85,516	\$100,391	\$115,265
14	\$60,347	\$76,439	\$92,531	\$108,622	\$124,714
15	\$65,288	\$82,699	\$100,110	\$117,521	\$134,932
16	\$70,627	\$89,473	\$108,319	\$127,164	\$146,010
17	\$76,424	\$96,804	\$117,184	\$137,564	\$157,944
18	\$82,693	***	***	***	OPEN

**University of Iowa
Tertiary Health Care Bargaining Unit – SEIU**

The collective bargaining agreement contains the following salary provisions:

1. Bargaining unit employees employed on April 30, 2011 will receive a three percent (3%) salary increase on the employee's base salary effective July 1, 2011.
2. Staff members employed in the Staff Nurse classification in the Department of Nursing and assigned to units that require twenty-four (24) hour staffing on site, seven (7) days a week, as well as those nurses assigned to the Main Operating Room and the Post Anesthesia Care Unit (PACU), will continue to receive an additional differential of \$1,000 per year, based upon a full time equivalent. Staff employed less than full time will receive a prorated differential. Nurses who transfer out of the Department of Nursing units receiving the differential will have the amount removed from their base salary upon transfer.

University of Iowa
Graduate Assistants – COGS

The minimum salaries for Graduate Assistants, both Teaching Assistants and Research Assistants under the collective bargaining agreement between the Board of Regents and UE Local 896/COGS will increase two percent on July 1, 2011:

Academic Year (50% Appointment):	\$16,908
Fiscal Year (50% Appointment):	\$20,664

Returning bargaining unit employees will receive a minimum salary increase of:

Academic Year (50% Appointment):	\$333
Fiscal Year (50% Appointment):	\$406

Appointments at a different percent time will receive no less than the prorated minimum salary rate.

Fiscal year appointments are effective July 1, 2011. Academic year appointments are effective with the start of the fall term, typically one week prior to the starting of classes or August 15, 2011. Summer Session Teaching Assistant appointments are based upon the prior academic year salary.

The minimum tuition scholarship provided to all bargaining unit graduate teaching and research assistants appointed for a total of 25% or more for the entire semester, academic year or fiscal year, will be one hundred percent (100%) of the resident tuition rate for the Graduate College/Liberal Arts and Sciences. For FY 12, the minimum scholarship will be \$3807.00 for each semester, fall and spring, based upon full time enrollment (nine semester hours or more). The minimum tuition scholarship is prorated for a lesser number of credit hours enrolled.

Payment of tuition scholarship for graduate assistants appointed on the General Education Fund (GEF) will be coordinated by the Graduate College. Payment of tuition scholarship from other sources of funds (all non-GEF) will be budgeted through the appointing source.

IOWA STATE UNIVERSITY
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE
FY 2012

Grade	Minimum	1st Third	Midpoint	Maximum	Spread
41	\$ 93,500	\$ 118,418	\$ 131,000	N/A	
40	\$ 81,800	\$ 103,600	\$ 114,500	N/A	
39	\$ 71,800	\$ 94,537	\$ 105,905	\$ 140,010	95%
38	\$ 64,154	\$ 82,331	\$ 91,420	\$ 118,686	85%
37	\$ 56,196	\$ 72,119	\$ 80,080	\$ 103,964	85%
36	\$ 51,088	\$ 65,563	\$ 72,800	\$ 94,512	85%
35	\$ 44,800	\$ 57,493	\$ 63,840	\$ 82,880	85%
34	\$ 39,474	\$ 50,658	\$ 56,250	\$ 73,026	85%
33	\$ 37,113	\$ 46,391	\$ 51,030	\$ 64,947	75%
32	\$ 33,676	\$ 42,095	\$ 46,305	\$ 58,934	75%
31	\$ 30,622	\$ 37,767	\$ 41,340	\$ 52,058	70%
30	\$ 28,257	\$ 34,379	\$ 37,440	\$ 46,623	65%

UNIVERSITY OF NORTHERN IOWA
FY 2012 P&S SALARY MATRIX

PAY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
I	24,840	32,320	39,790	47,260	54,730
II	28,450	37,110	45,780	54,440	63,110
III	32,730	42,950	53,180	63,400	73,620
IV	37,970	50,560	63,160	75,750	88,350
V	44,420	59,540	74,650	89,770	104,880
VI	53,430	71,450	89,480	107,500	125,520
VII	63,350	85,480	107,610	129,740	151,870
VIII	75,720	103,110	130,490	157,880	open

**IOWA SCHOOL FOR THE DEAF
FY 2012 SALARY MATRIX**

TRACK	I	II	III	IV	V	VI	VII
DEGREE	BA	BA+15	BA+30	MA	MA+15	MA+30	ED SPEC
Beginning	39,713	41,441	43,169	46,625	48,353	50,081	51,809
Step 1	40,404	42,167	43,930	47,455	49,217	50,980	52,743
Step 2	41,109	42,907	44,706	48,302	50,100	51,897	53,695
Step 3	41,828	43,662	45,497	49,165	50,998	52,832	54,665
Step 4	42,562	44,432	46,303	50,044	51,914	53,786	55,656
Step 5	43,311	45,218	47,127	50,943	52,850	54,758	56,666
Step 6	44,074	46,020	47,967	51,859	53,805	55,751	57,697
Step 7	44,852	46,837	48,823	52,792	54,777	56,762	58,748
Step 8	45,646	47,670	49,695	53,745	55,769	57,794	59,819
Step 9		48,522	50,586	54,717	56,782	58,847	60,913
Step 10		49,389	51,496	55,709	57,815	59,922	62,028
Step 11		50,273	52,422	56,720	58,868	61,017	63,165
Step 12			53,367	57,751	59,943	62,134	64,326
Step 13			54,322	58,803	61,038	63,274	65,508
Step 14			55,316	59,876	62,156	64,436	66,716
Step 15				60,970	63,295	65,621	67,947
Step 16				62,086	64,458	66,831	69,204
Step 17					65,644	68,064	70,484
Step 18					66,855	69,323	71,791
Step 19						70,607	73,123
Step 20						71,915	74,483
CED	Provisional		\$750		Sign Language Certification:		
	Professional		\$1,500		Intermediate Plus		\$200
					Advanced		\$400
	(ASHA)		\$750		Advanced Plus		\$600
					Superior		\$800
					Superior Plus		\$1,000

**IOWA SCHOOL FOR THE DEAF
SUPPLEMENTAL PAY
FY 2012**

HEAD COACH

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
BASKETBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
VOLLEYBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
TRACK	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
WRESTLING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
CHEERLEADING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
BASKETBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
VOLLEYBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
TRACK	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
WRESTLING	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240
JUNIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
CONCESSIONS	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
YEARBOOK	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
OTHER	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408

IOWA SCHOOL FOR THE DEAF
IOWA BRAILLE AND SIGHT SAVING SCHOOL
FY 2012 PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$31,837	\$38,719	\$45,601	43.23%
2	\$34,233	\$42,150	\$50,066	46.25%
3	\$38,653	\$47,622	\$56,590	46.40%
4	\$42,775	\$53,808	\$64,842	51.59%
5	\$47,185	\$59,787	\$72,390	53.42%
6	\$52,690	\$67,496	\$82,301	56.20%

SALARY GRADE ASSIGNMENTS

- 3 Accountant (ISD)
Educational Interpreter (ISD)
Information Technology Associate (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)
Athletic Director (ISD)
Human Resources Specialist (IBSSS)
Student Life Advisor (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)

IOWA BRAILLE AND SIGHT SAVING SCHOOL
FY 2012 FACULTY SALARY MATRIX'

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	40,666	42,433	44,201	47,735	49,502	51,270	53,037
Step 1	41,373	43,175	44,978	48,583	50,386	52,188	53,991
Step 2	42,094	43,933	45,771	49,449	51,287	53,126	54,964
Step 3	42,829	44,705	46,580	50,331	52,206	54,082	55,957
Step 4	43,580	45,492	47,405	51,231	53,144	55,057	56,970
Step 5	44,345	46,296	48,247	52,149	54,101	56,052	58,003
Step 6	45,125	47,115	49,106	53,086	55,076	57,066	59,057
Step 7	45,921	47,951	49,981	54,041	56,071	58,101	60,131
Step 8	46,733	48,804	50,875	55,016	57,086	59,157	61,228
Step 9	47,562	49,674	51,786	56,010	58,122	60,234	62,346
Step 10	48,406	50,561	52,715	57,023	59,178	61,332	63,486
Step 11	49,268	51,465	53,663	58,057	60,255	62,452	64,650
Step 12	50,147	52,388	54,630	59,112	61,354	63,595	65,836
Step 13	51,044	53,330	55,616	60,188	62,474	64,760	67,046
Step 14	51,958	54,290	56,622	61,285	63,617	65,949	68,281
Step 15	52,891	55,269	57,648	62,405	64,783	67,162	69,540
Step 16	53,842	56,268	58,694	63,546	65,972	68,398	70,825
Step 17	54,813	57,287	59,762	64,711	67,185	69,660	72,135
Step 18	55,802	58,326	60,851	65,899	68,423	70,947	73,471
Step 19	56,812	59,387	61,961	67,110	69,685	72,259	74,834
Step 20	57,842	60,468	63,094	68,346	70,972	73,598	76,224

ACVREP

\$900 Note: Available to Orientation and Mobility Specialists
hired on or before December 31, 2010.

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

IOWA BRAILLE AND SIGHT SAVING SCHOOL
FACULTY EXTRACURRICULAR PAY SCHEDULE
FY 2012

Faculty ECA Positions	Stipend
Track Coach	\$3,000.00
Cheerleading Coach	\$3,000.00
Swimming Coach	\$3,000.00
Forensics Coach	\$3,000.00
Goalball Coach	\$3,000.00
Chaperone	\$200.00/night

BOARD OF REGENTS, STATE OF IOWA
Board Office P&S Salary Schedule
Proposed FY 2012

Salary Grade	Minimum	Midpoint	Maximum
1	\$31,679	\$38,076	\$53,450
2	\$37,381	\$44,929	\$63,071
3	\$44,108	\$53,016	\$74,424
4	\$52,049	\$62,559	\$87,819
5	\$61,417	\$73,819	\$103,627
6	\$72,473	\$87,107	\$122,280
7	\$85,518	\$102,786	\$144,291
8	\$100,911	\$121,287	\$170,263
9	\$100,840*		\$154,300

Assignment of Classifications to Pay Grades

- 2 Senior Administrative Assistant
- 3 Executive Assistant
 - Student Relations Officer
 - Technical Specialist**
- 4 Assistant Counsel
 - Policy and Operations Analyst**
- 5 Regents Associate Counsel**
 - Regents Communications Officer
- 6 Policy and Operations Officer**
- 7 Chief Academic Officer
 - Chief Business Officer
 - Regents General Counsel
- 9 Executive Director

*(Salary range provided in 2008 Iowa Acts, Chapter 1191, Section 14)

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

Position	SUI Pay Grade	Salary Range
Policy and Operations Officer **	14	\$60,347 - \$124,714
Policy and Operations Analyst **	10	\$44,037 - \$91,015
Regents Associate Counsel	10	\$44,037 - \$91,015
Technical Specialist **	8	\$37,624 - \$77,748
Director, Internal Audit	15	\$65,288 - \$134,932

** in both the Board Office System and SUI system

Other positions

State Relations Officer	SUI Grade 17	\$76,424 - \$157,944
State Relations Officer	ISU Grade 39	\$71,800 - \$140,010
State Relations Officer	UNI Grade 6	\$53,430 - \$125,520