

Contact: Marcia Brunson

FY 2013 SALARY POLICIES

Actions Requested: Consider approval of the following effective July 1, 2012:

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; and
5. Other than the UI Clinical Enterprise and salary adjustments due to promotions, reassignments, reclassifications, or contractual agreements, salary increases on July 1, 2012, in excess of 4% for nonorganized faculty and professional and scientific staff require prior approval by the Executive Director of the Board of Regents.

Executive Summary:

COLLECTIVE BARGAINING AGREEMENTS

AFSCME (all institutions): The statewide collective bargaining agreement with AFSCME provides for a 2% increase on July 1, 2012, and a 1% increase on January 1, 2013. 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 6,500 AFSCME-covered staff in blue collar, security, technical and clerical units. The institutions estimate average increases for AFSCME and nonorganized merit employees in FY 2013 will be as follows: SUI – 4.7%, ISU – 4.34%, UNI – 3.9%, ISD – 4.79%; IBSSS – 3.79%.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): Collective bargaining negotiations with SEIU resulted in a voluntary settlement for FY 2012 and FY 2013. Attachment A details the salary increases for FY 2013, the final year of the two-year agreement. The university estimates the average increase in salary costs in the SEIU unit to be 2.83% for FY 2013.

COGS (University of Iowa graduate assistants): A voluntary agreement was reached with the organized graduate students (COGS) during collective bargaining for the two-year contract beginning July 1, 2012. Minimum salaries for the COGS unit will increase 2.5% on July 1, 2012. Details of the agreement with COGS regarding tuition scholarships may be found in Attachment B. The university estimates the cost of the agreement will be 2.5% for FY 2013.

UNI – UNITED FACULTY (faculty at the 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, 2012, and an additional 1.25% increase on January 1, 2013.

SALARY POLICIES

The proposed institutional and Board Office salary policies as well as salary policy for the supervisory/confidential employees in the Regent Merit System for FY 2013 are summarized below.

Regent Merit System Supervisory and Confidential Staff: As customary, the pay policy proposed for the nonorganized staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units. The proposed nonorganized matrix is increased by 2% on July 1, 2012, and 1% on January 1, 2013 (Attachment C). Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% increases on their anniversary dates.

University of Iowa: Salary increases for faculty and nonorganized professional and scientific staff will be between 0% and 4%, with an average of 2.5%. All increases will be based upon performance, competitive market factors, and equity issues.

In addition, the University of Iowa Physicians Practice Plan, UI Health Care Senior Leadership and the College of Medicine, Dentistry, Pharmacy and Nursing that pay variable compensation based on productivity will continue to be authorized to do so in FY 2013 subject to approvals by the Office of the Provost and University Human Resources.

The salary policy does not include the UI Clinical Enterprise. The Clinical Enterprise budget was approved by the Board at the April meeting.

The university will continue to utilize the exceptional performance pay policy approved by the Board in 2006 for nonbargaining P&S staff. The use of the exceptional performance policy will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are lump sum and do not go to the salary base.

In August 2011, the Board approved a new compensation system for nonorganized University of Iowa professional and scientific staff based on competitive market salary rates. Based on this year's analysis of competitive market data, the proposed ranges will be increased 0 to 4% depending on relative market data for specific structure and level. The two separate structures – A and B – recognize the differences in the market data (See Attachment D). This will be the first budget cycle using the salary structure to guide individual salary decisions.

Iowa State University: Salary increases for faculty and nonorganized professional and scientific staff will be between 0% and 4%, with an average of 2.5%. All increases will be based upon performance, competitive market conditions, and equity issues.

The proposed pay matrix for P&S staff (Attachment E) is unchanged from FY 2012.

Iowa State University has an exceptional performance pay policy similar to the University of Iowa policy described above. As with the University of Iowa, the use of the exceptional performance policy at ISU will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are lump sum and do not go to the salary base.

University of Northern Iowa: Salary increases for nonorganized professional and scientific staff will average 2.89% on July 1, 2012 and 0.62% on June 30, 2013, which is comparable to the increases for the UNI-United Faculty. All increases will be based upon performance, competitive market factors, and equity issues. The University proposes an adjustment of 2.5% at the minimums and 2.5% at the maximums for all eight pay grades of the P&S salary matrix for FY 2013 (Attachment F).

Iowa School for the Deaf: ISD's proposed FY 2013 faculty salary matrix is increased by 3% from the FY 2012 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 2012. 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 3.78%. The proposed extra-curricular pay schedule is unchanged from FY 2012 (Attachment H).

ISD and IBSSS share a single P&S salary matrix (Attachment I). The proposed matrix is increased by 3.5% on both the minimums and the maximums. ISD proposes to increase P&S salaries by an average of 3.5%. 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 2012.

Iowa Braille and Sight Saving School: IBSSS proposes an increase of 1.5% to each cell of the faculty salary matrix for FY 2013 (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 2012. 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 2.43%.

As noted above, ISD and IBSSS share a single P&S salary matrix (Attachment I). IBSSS is proposing 2.43% increases for P&S staff.

The extra-curricular pay scale for IBSSS is unchanged from FY 2012 (Attachment K).

Board Office – Proposed salary increases for Board Office employees, excluding the Executive Director, will be based on performance and will be between 0% and 4%, with an average of 2.5%. The proposed pay matrix is increased 3% 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.

SALARY INCREASES IN EXCESS OF 4%

Salary increases on July 1, 2012, for nonorganized faculty and professional and scientific staff in excess of 4% require prior approval of the Executive Director. These requests for salary increases greater than 4% shall be sent to the Board Office (Marcia Brunson – mbruns@iastate.edu) by the president/superintendent (or designee) of the institution prior to the effective date of the increase. The request should include employee name, title, FY 2012 salary; percent increase proposed for FY 2013 and the proposed FY 2013 salary.

Salary adjustments due to promotions, reassignments, reclassifications, or contractual agreements are not included in the salary increase ranges. Likewise, the UI Clinical Enterprise is not included within the salary increase ranges.

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, 2012 will receive a three percent (3 %) salary increase on the employee's base salary effective July 1, 2012.
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. Those staff employed less than full time will receive a prorated differential. Nurses that 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 and one half percent (2.5 %) on July 1, 2012:

Academic Year (50% Appointment):	\$17,330
Fiscal Year (50% Appointment):	\$21,180

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

Academic Year (50% Appointment):	\$422
Fiscal Year (50% Appointment):	\$516

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

Fiscal year appointments are effective July 1, 2012. Academic year appointments are effective with the start of the fall term, typically one week prior to the starting of classes or August 13, 2012. 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 FY13, the minimum scholarship will be \$3,950.00 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 and will be charged directly to the College's GEF tuition scholarship budget. Payment of tuition scholarship from other sources of funds (all non-GEF) will be budgeted through the appointing source.

Board of Regents, State of Iowa
Regent Merit System
July 1, 2012

Grade	Pay Basis	7/1/2012 Minimum	7/1/2012 Maximum
1	Hourly	8.82	16.24
2	Hourly	9.69	16.95
3	Hourly	11.92	17.73
	Semi-Monthly	1,037.04	1,542.51
	Monthly	2,074.08	3,085.02
	Annual	24,888.96	37,020.24
4	Hourly	12.46	18.52
	Semi-Monthly	1,084.02	1,611.24
	Monthly	2,168.04	3,222.48
	Annual	26,016.48	38,669.76
5	Hourly	13.02	19.36
	Semi-Monthly	1,132.74	1,684.32
	Monthly	2,265.48	3,368.64
	Annual	27,185.76	40,423.68
6	Hourly	13.61	20.24
	Semi-Monthly	1,184.07	1,760.88
	Monthly	2,368.14	3,521.76
	Annual	28,417.68	42,261.12
7	Hourly	14.21	21.14
	Semi-Monthly	1,236.27	1,839.18
	Monthly	2,472.54	3,678.36
	Annual	29,670.48	44,140.32
8	Hourly	14.84	22.09
	Semi-Monthly	1,291.08	1,921.83
	Monthly	2,582.16	3,843.66
	Annual	30,985.92	46,123.92
9	Hourly	15.54	23.08
	Semi-Monthly	1,351.98	2,007.96
	Monthly	2,703.96	4,015.92
	Annual	32,447.52	48,191.04
10	Hourly	16.23	24.12
	Semi-Monthly	1,412.01	2,098.44
	Monthly	2,824.02	4,196.88
	Annual	33,888.24	50,362.56
11	Hourly	16.94	25.22
	Semi-Monthly	1,473.78	2,194.14
	Monthly	2,947.56	4,388.28
	Annual	35,370.72	52,659.36

Board of Regents, State of Iowa
Regent Merit System
July 1, 2012

12	Hourly	17.73	26.35
	Semi-Monthly	1,542.51	2,292.45
	Monthly	3,085.02	4,584.90
	Annual	37,020.24	55,018.80
13	Hourly	18.50	27.52
	Semi-Monthly	1,609.50	2,394.24
	Monthly	3,219.00	4,788.48
	Annual	38,628.00	57,461.76
14	Hourly	19.36	28.76
	Semi-Monthly	1,684.32	2,502.12
	Monthly	3,368.64	5,004.24
	Annual	40,423.68	60,050.88
15	Hourly	20.22	30.06
	Semi-Monthly	1,759.14	2,615.22
	Monthly	3,518.28	5,230.44
	Annual	42,219.36	62,765.28
16	Hourly	21.13	31.40
	Semi-Monthly	1,838.31	2,731.80
	Monthly	3,676.62	5,463.60
	Annual	44,119.44	65,563.20
17	Hourly	22.08	32.84
	Semi-Monthly	1,920.96	2,857.08
	Monthly	3,841.92	5,714.16
	Annual	46,103.04	68,569.92
18	Hourly	23.07	34.29
	Semi-Monthly	2,007.09	2,983.23
	Monthly	4,014.18	5,966.46
	Annual	48,170.16	71,597.52

Board of Regents, State of Iowa
Regent Merit System
January 1, 2013

Grade	Pay Basis	1/1/2013 Minimum	1/1/2013 Maximum
1	Hourly	8.91	16.40
2	Hourly	9.79	17.12
3	Hourly	12.04	17.91
	Semi-Monthly	1,047.48	1,558.17
	Monthly	2,094.96	3,116.34
	Annual	25,139.52	37,396.08
4	Hourly	12.58	18.71
	Semi-Monthly	1,094.46	1,627.77
	Monthly	2,188.92	3,255.54
	Annual	26,267.04	39,066.48
5	Hourly	13.15	19.55
	Semi-Monthly	1,144.05	1,700.85
	Monthly	2,288.10	3,401.70
	Annual	27,457.20	40,820.40
6	Hourly	13.75	20.44
	Semi-Monthly	1,196.25	1,778.28
	Monthly	2,392.50	3,556.56
	Annual	28,710.00	42,678.72
7	Hourly	14.35	21.35
	Semi-Monthly	1,248.45	1,857.45
	Monthly	2,496.90	3,714.90
	Annual	29,962.80	44,578.80
8	Hourly	14.99	22.31
	Semi-Monthly	1,304.13	1,940.97
	Monthly	2,608.26	3,881.94
	Annual	31,299.12	46,583.28
9	Hourly	15.70	23.31
	Semi-Monthly	1,365.90	2,027.97
	Monthly	2,731.80	4,055.94
	Annual	32,781.60	48,671.28
10	Hourly	16.39	24.36
	Semi-Monthly	1,425.93	2,119.32
	Monthly	2,851.86	4,238.64
	Annual	34,222.32	50,863.68
11	Hourly	17.11	25.47
	Semi-Monthly	1,488.57	2,215.89
	Monthly	2,977.14	4,431.78
	Annual	35,725.68	53,181.36

Board of Regents, State of Iowa
Regent Merit System
January 1, 2013

12	Hourly	17.91	26.61
	Semi-Monthly	1,558.17	2,315.07
	Monthly	3,116.34	4,630.14
	Annual	37,396.08	55,561.68
13	Hourly	18.69	27.80
	Semi-Monthly	1,626.03	2,418.60
	Monthly	3,252.06	4,837.20
	Annual	39,024.72	58,046.40
14	Hourly	19.55	29.05
	Semi-Monthly	1,700.85	2,527.35
	Monthly	3,401.70	5,054.70
	Annual	40,820.40	60,656.40
15	Hourly	20.42	30.36
	Semi-Monthly	1,776.54	2,641.32
	Monthly	3,553.08	5,282.64
	Annual	42,636.96	63,391.68
16	Hourly	21.34	31.71
	Semi-Monthly	1,856.58	2,758.77
	Monthly	3,713.16	5,517.54
	Annual	44,557.92	66,210.48
17	Hourly	22.30	33.17
	Semi-Monthly	1,940.10	2,885.79
	Monthly	3,880.20	5,771.58
	Annual	46,562.40	69,258.96
18	Hourly	23.30	34.63
	Semi-Monthly	2,027.10	3,012.81
	Monthly	4,054.20	6,025.62
	Annual	48,650.40	72,307.44

University of Iowa
Professional and Scientific Salary Schedule FY 2013

Structure A				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2A	\$31,200	\$33,405	\$42,515	\$53,144
3A	\$33,280	\$38,621	\$49,155	\$61,443
4A	\$37,080	\$47,133	\$59,987	\$74,984
5A	\$43,126	\$57,502	\$73,184	\$91,480
6A	\$53,856	\$71,808	\$91,392	\$114,240
7A	\$66,660	\$88,880	\$113,120	\$141,400
8A	\$85,800	\$114,400	\$145,600	\$182,000
9	Open Range			
10	Open Range			
Structure B				
Pay Level	Market Range Minimum	Median Zone Low	Median Zone High	Market Range Maximum
2B	\$32,704	\$43,606	\$48,838	\$58,606
3B	\$37,965	\$50,620	\$56,694	\$68,033
4B	\$46,781	\$62,375	\$69,859	\$83,831
5B	\$55,954	\$74,605	\$89,527	\$107,432
6B	\$70,560	\$94,080	\$112,896	\$135,475
7B	\$88,200	\$117,600	\$141,120	\$169,344
8B	\$110,250	\$147,000	\$176,400	\$211,680
9	Open Range			
10	Open Range			

IOWA STATE UNIVERSITY
FY 2013 Professional and Scientific
Salary Matrix
(effective July 1, 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 2013 P&S SALARY MATRIX

PAY GRADE	MINIMUM	FIRST QUARTILE	MIDPOINT	THIRD QUARTILE	MAXIMUM
I	\$25,470.00	\$33,120.00	\$40,780.00	\$48,440.00	\$56,100.00
II	\$29,170.00	\$38,050.00	\$46,930.00	\$55,810.00	\$64,690.00
III	\$33,550.00	\$44,030.00	\$54,510.00	\$64,990.00	\$75,470.00
IV	\$38,920.00	\$51,830.00	\$64,740.00	\$77,650.00	\$90,560.00
V	\$45,540.00	\$61,030.00	\$76,520.00	\$92,010.00	\$107,510.00
VI	\$54,770.00	\$73,240.00	\$91,720.00	\$110,190.00	\$128,660.00
VII	\$64,940.00	\$87,620.00	\$110,300.00	\$132,990.00	\$155,670.00
VIII	\$77,620.00	\$105,690.00	\$133,760.00	\$161,830.00	open

**IOWA SCHOOL FOR THE DEAF
FY 2013 SALARY MATRIX**

TRACK	I	II	III	IV	V	VI	VII
DEGREE	BA	BA+15	BA+30	MA	MA+15	MA+30	ED SPEC
Beginning	40,905	42,685	44,465	48,025	49,805	51,581	53,364
Step 1	41,617	43,432	45,248	48,879	50,694	52,510	54,325
Step 2	42,343	44,195	46,047	49,750	51,602	53,454	55,306
Step 3	43,084	44,973	46,862	50,639	52,528	54,417	56,306
Step 4	43,839	45,766	47,693	51,546	53,473	55,399	57,326
Step 5	44,610	46,575	48,540	52,471	54,436	56,401	58,366
Step 6	45,396	47,401	49,405	53,414	55,418	57,423	59,427
Step 7	46,198	48,242	50,287	54,376	56,421	58,465	60,510
Step 8	47,016	49,101	51,187	55,357	57,443	59,528	61,614
Step 9		49,977	52,104	56,358	58,486	60,613	62,740
Step 10		50,870	53,040	57,380	59,549	61,719	63,889
Step 11		51,782	53,995	58,421	60,634	62,847	65,060
Step 12			54,969	59,483	61,741	63,998	66,255
Step 13			55,962	60,567	62,869	65,172	67,474
Step 14			56,975	61,672	64,021	66,369	68,718
Step 15				62,799	65,195	67,590	69,986
Step 16				63,949	66,393	68,836	71,279
Step 17					67,614	70,107	72,599
Step 18					68,860	71,403	73,945
Step 19						72,724	75,317
Step 20						74,073	76,718
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 2013**

HEAD COACH

100.00%

	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	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
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
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE
FY 2013

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$32,952	\$40,074	\$47,197	43.23%
2	\$35,431	\$43,625	\$51,819	46.25%
3	\$40,006	\$49,288	\$58,571	46.40%
4	\$44,272	\$55,692	\$67,111	51.59%
5	\$48,836	\$61,880	\$74,924	53.42%
6	\$54,534	\$69,858	\$85,182	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)
Facilities Manager (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
Faculty Salary Matrix
FY 2013

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	41,276	43,070	44,864	48,451	50,245	52,039	53,832
Step 1	41,993	43,823	45,653	49,312	51,142	52,971	54,801
Step 2	42,725	44,592	46,458	50,190	52,056	53,923	55,789
Step 3	43,472	45,375	47,279	51,086	52,990	54,893	56,797
Step 4	44,233	46,175	48,117	52,000	53,941	55,883	57,825
Step 5	45,010	46,990	48,971	52,932	54,912	56,893	58,873
Step 6	45,802	47,822	49,842	53,882	55,902	57,922	59,943
Step 7	46,610	48,671	50,731	54,852	56,912	58,973	61,033
Step 8	47,434	49,536	51,638	55,841	57,943	60,044	62,146
Step 9	48,275	50,419	52,562	56,850	58,994	61,137	63,281
Step 10	49,132	51,319	53,506	57,879	60,065	62,252	64,439
Step 11	50,007	52,237	54,468	58,928	61,159	63,389	65,619
Step 12	50,899	53,174	55,449	59,999	62,274	64,549	66,824
Step 13	51,809	54,130	56,450	61,091	63,411	65,732	68,052
Step 14	52,737	55,104	57,471	62,205	64,571	66,938	69,305
Step 15	53,684	56,098	58,512	63,341	65,755	68,169	70,583
Step 16	54,650	57,112	59,575	64,500	66,962	69,424	71,887
Step 17	55,635	58,146	60,658	65,682	68,193	70,705	73,217
Step 18	56,639	59,201	61,763	66,887	69,449	72,011	74,573
Step 19	57,664	60,277	62,891	68,117	70,730	73,343	75,956
Step 20	58,709	61,375	64,040	69,371	72,037	74,702	77,367

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

Included in Matrix - BOR Salary Bill:
 FY08 BOR Allocation \$ 3,800
 FY09 BOR Allocation \$ 1,200
 Total BOR Allocation \$ 5,000

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 2013

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 2013

Salary Grade	Minimum	Midpoint	Maximum
1	\$31,679	\$43,366	\$55,053
2	\$37,381	\$51,172	\$64,963
3	\$44,108	\$60,383	\$76,657
4	\$52,049	\$71,252	\$90,454
5	\$61,417	\$84,077	\$106,736
6	\$72,473	\$99,211	\$125,948
7	\$85,518	\$117,069	\$148,620
8	\$100,911	\$138,141	\$175,371
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
 - State Relations Officer
- 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 **	7A	\$66,660 - \$141,400
Policy and Operations Analyst **	4A	\$37,080 - \$74,984
Regents Associate Counsel	7A	\$66,660 - \$141,400
Technical Specialist **	4A	\$37,080 - \$74,984
Chief Audit Executive	8A	\$85,800 - \$182,000

** in both the Board Office System and SUI system

Other positions

State Relations Officer	ISU Grade 39	\$71,800 - \$140,010
State Relations Officer	UNI Grade 6	\$54,770 - \$128,660