

MEMORANDUM

To: Board of Regents

From: Board Office

Subject: Proposed Salary Policies for Faculty at the Special Schools for Fiscal Year 2005

Date: April 12, 2004

Recommended Action:

1. Approve the faculty salary schedule for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School for Fiscal Year 2005 (Attachment A), and
 2. Approve the proposed supplemental pay schedule for extra-curricular activities at the Iowa School for the Deaf for Fiscal Year 2005 (Attachment B), and
 3. Approve the proposed supplemental pay schedule for extra-curricular activities at the Iowa Braille and Sight Saving School for Fiscal Year 2005 (Attachment C).
-

Executive Summary:

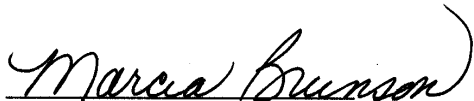
Pay matrix increase is 3%	The pay matrix (Attachment A) for faculty at ISD and IBSSS has been increased by 3% in each cell. The increase between consecutive cells on the vertical scale (for years of service) is 3%.
Average increase 4% at ISD, 5.17% at IBSSS	The average percentage salary increase for the current faculty to be placed on the matrix for FY 2005 is 4% at ISD and 5.17% at IBSSS with all changes to the salary structure included in the calculation.
Many faculty at maximum of range	The average percent of increase is tempered by the fact that many faculty are at the maximum of their range and are not eligible for the years of service increment.
Extra-curricular pay scales	No changes are proposed in extra-curricular pay scales (Attachments B and C) for either of the special schools.
Comments by faculty	Jay Willson, President of the IBSSS Faculty Senate, will be present to comment on the proposed pay plan.

Background:

Faculty on traditional K-12 pay matrix	The pay matrix (Attachment A) for faculty at ISD and IBSSS is structured as a traditional K-12 school system faculty pay matrix. Faculty progress horizontally on the matrix as they complete additional relevant college credits beyond the bachelor's degree and progress vertically on the matrix as they complete years of service.
Starting pay \$30,256	Beginning annual pay for faculty with a bachelor's degree is \$30,256. For faculty with no college credits beyond a bachelor's degree, no more than eight years of experience is recognized and the maximum annual pay is \$35,450. Relevant educational attainment is recognized for the bachelor's degree + 15 college credit hours, for bachelor's + 30 hours, for a master's degree, for a master's degree + 15 hours, for a master's + 30 hours, and for an education specialist degree. The highest number of years experience recognized on any of the scales is 20. The highest salary is \$60,694. For faculty with a relevant Ph.D., the superintendent is authorized to pay 10% above the relative position on the education specialist scale.
Maximum scheduled pay \$60,694	
Salaries in other districts	The Iowa Association of School Boards reports statewide faculty salary settlements and calculates average annual salary increases. As of this writing, settlements have not been published for the upcoming year for the two public schools districts in the ISD area (Lewis Central and Council Bluffs) and in the Vinton-Shellsburg School District. In FY 2004 the starting salaries for these districts were: Lewis Central -- \$23,800 Council Bluffs -- \$24,352 Vinton Shellsburg -- \$24,630
Faculty from nation-wide market	The superintendents of the special schools report that their higher than statewide average starting salaries and salaries for continuing faculty are necessary to attract faculty for their schools. When they have vacancies they recruit from a national marketplace for their specialized staff and seldom have applicants from their local school districts.
Certifications	The Council of Education for the Deaf (CED) provides provisional and permanent certifications for faculty and staff. In FY 2004 the Board approved increasing these certifications to \$750 and \$1,500 respectively. No change is recommended for FY 2005. Faculty at IBSSS certified by the Academy for Certification of Vision Rehabilitation and Education Professionals (AVCREP) receive an annual stipend of \$900.
ISD – Sign language certification	ISD provides extra payment for various levels of sign language proficiency ranging from \$200 to \$1,000 per year.

Average increases ISD reports that all of the changes identified above will increase faculty salaries by an average of 4%.

IBSSS reports that all of the changes identified above will increase faculty salaries by an average of 5.17%.



Marcia R. Brunson

Approved: 

Gregory S. Nichols

IOWA SCHOOL FOR THE DEAF
IOWA BRAILLE AND SIGHT SAVING SCHOOL
FY 2005 FACULTY SALARY MATRIX

TRACK	I	II	III	IV	V	VI	VII
DEGREE	BA	BA+15	BA+30	MA	MA+15	MA+30	ED SPEC
Beginning	\$30,256	\$31,769	\$33,282	\$36,307	\$37,820	\$39,333	\$40,846
Step 1	\$30,861	\$32,404	\$33,947	\$37,033	\$38,576	\$40,119	\$41,663
Step 2	\$31,478	\$33,052	\$34,626	\$37,774	\$39,348	\$40,922	\$42,496
Step 3	\$32,108	\$33,713	\$35,319	\$38,529	\$40,135	\$41,740	\$43,346
Step 4	\$32,750	\$34,388	\$36,025	\$39,300	\$40,938	\$42,575	\$44,213
Step 5	\$33,405	\$35,075	\$36,746	\$40,086	\$41,756	\$43,427	\$45,097
Step 6	\$34,073	\$35,777	\$37,480	\$40,888	\$42,591	\$44,295	\$45,999
Step 7	\$34,755	\$36,492	\$38,230	\$41,706	\$43,443	\$45,181	\$46,919
Step 8	\$35,450	\$37,222	\$38,995	\$42,540	\$44,312	\$46,085	\$47,857
Step 9		\$37,967	\$39,775	\$43,390	\$45,198	\$47,006	\$48,814
Step 10		\$38,726	\$40,570	\$44,258	\$46,102	\$47,946	\$49,791
Step 11		\$39,501	\$41,381	\$45,143	\$47,024	\$48,905	\$50,786
Step 12			\$42,209	\$46,046	\$47,965	\$49,884	\$51,802
Step 13			\$43,053	\$46,967	\$48,924	\$50,881	\$52,838
Step 14			\$43,914	\$47,907	\$49,903	\$51,899	\$53,895
Step 15				\$48,865	\$50,901	\$52,937	\$54,973
Step 16				\$49,842	\$51,919	\$53,996	\$56,072
Step 17					\$52,957	\$55,075	\$57,194
Step 18					\$54,016	\$56,177	\$58,338
Step 19						\$57,300	\$59,804
Step 20						\$58,446	\$60,694

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.

Attachment B

HEAD COACH

	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

	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

	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 & Sight Saving School

Extra-curricular Activities for FY05 (no change from FY04)

FY04 %	FY05 %	ECA
6%	6%	Track & Field Coach - Girls & Boys
6%	6%	Wrestling Coach
6%	6%	Swimming Coach - Girls & Boys
6%	6%	Forensics Coach
4%	4%	Special Olympics Track Coach
4%	4%	Special Olympics Cheerleading Coach
2%	2%	Special Olympics Bowling Coach
2%	2%	Special Olympics Swimming Coach
6%	6%	Student Activities Sponsor
6%	6%	Athletic Director
6%	6%	Journalism Sponsor
		Chaperone (\$400 per weekend)