

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Proposed Salary Policies for Faculty at the Special Schools for Fiscal Year 2004
Date: June 9, 2003

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 2004 (Attachment A), and
 2. Approve the proposed supplemental pay schedules for extra-curricular activities at Iowa School for the Deaf and the Iowa Braille and Sight Saving School for Fiscal Year 2004 (Attachments B and C).
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Executive Summary:

Pay matrix increase is 2.5%	The pay matrix (Attachment A) for faculty at ISD and IBSSS has been increased by 2.5% in each cell. The increase between consecutive cells on the vertical scale (for years of service) is 2%.
Average increase 3.9% at ISD, 4.0% at IBSSS	The average percentage salary increase for the current faculty to be placed on the matrix for FY 2004 is 3.9% at ISD and 4.0% 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.
ISD proposes increases for extra-curricular programs	ISD proposes to increase the payment for head coaches by increasing the maximum of the structure by 5.0%, for assistant coaches by increasing the maximum by 2.0%, and for other extra-curricular activities by increasing the maximum by 5.0% to 12.3%, depending on the activity. For each of these activities a new structure has been developed based on the increase in the maximum pay and then establishing a fixed percent between steps on the scale (Attachment B).
No changes at IBSSS for extra-curricular programs	IBSSS proposes to leave its pay structure for all forms of extra-curricular activities the same as for Fiscal Year 2003 (Attachment C).

Background:

ISD & IBSSS

Faculty on traditional K-12 pay matrix

Starting pay \$29,375

Maximum scheduled pay \$58,927

ISD and IBSSS Faculty:

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.

Beginning annual pay for faculty with a bachelor's degree is \$29,375. 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 \$34,417. 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 \$58,927. For faculty with a relevant Ph.D., the superintendent is authorized to pay 10% above the relative position on the education specialist scale.

The Iowa Association of School Boards reports statewide faculty salary settlements and calculates average annual salary increase. The Board Office inquiry of June 9 shows information as follows:

FY '04 Faculty Salary Comparisons

ORGANIZATION	Beginning BA Degree	Average Salary	FY '04 Increase
ISD	\$29,375	\$44,899*	3.9%
IBSSS	29,375	45,577*	4.0
Council Bluffs School Dist.	24,352	43,242	2.8
Vinton-Shellsburg School Dist.	24,630	38,350	2.9
Lewis Central (Council Bluffs)	N/A	N/A	N/A
State-wide Average, June 6	22,697	36,958	2.9

Local schools and statewide averages compared to ISD and IBSSS

*ISD – with certifications, \$46,574; IBSSS – with certifications, \$45,990

Faculty from nationwide market

The special schools' superintendents 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.

ISD Coaching, Extra-curricular, and Special Certification Stipends:

ISD Stipends

Structures for all extra-curricular activities increased

ISD finds that it is having difficulty getting staff to sponsor and direct coaching and extra-curricular activities. A new salary structure (Attachment B) is proposed to help remedy this problem. The new structure increases the annual stipend maximum for head coaches by 5.0% to \$3,893. The 15-step structure is then derived by working down from the maximum with 3.0% between steps. The annual stipend minimum is \$2,574. The stipend for sponsoring the cheerleaders was adjusted to be the same as for the coaches.

For assistant coaches the same process was used to create a new matrix except that the maximum was adjusted by 2.0%. For an assistant coach the annual stipend maximum is \$3,038 and the minimum is \$2,008.

For all other extra-curricular activities the same process was used to create a new matrix except that the maximum was adjusted by 5.0%. For extra curricular activities the annual stipend maximum is \$1,367 and the minimum is \$904. Sponsorship of the senior class pays an annual stipend of \$1,204 without regard to years of service.

Special
certifications

The Council of Education for the Deaf (CED) provides provisional and permanent certifications for faculty and staff. For Fiscal Year 2003 the Board authorized an annual stipend of \$600 for provisional certification and \$1,200 for permanent certification. ISD proposes those stipends be increased to \$750 and \$1,500 respectively.

ISD average salary
increase 3.9%

ISD reports that all of the changes identified above will increase faculty salaries by an average of 3.9%.

IBSSS Stipends

No changes; based
on percent of salary

IBSSS Coaching, Extra-curricular, and Special Certification Stipends:

IBSSS proposes no changes in its coaching, extra-curricular, and special certification stipends for Fiscal Year 2004 (Attachment C). IBSSS's structure for coaching and extra-curricular activities is based on providing a percent (from 2% for Special Olympics Bowling Coach to 6% for major sport coaches, forensics, journalism, athletic director, and student activities sponsors) of the faculty member's salary, with the exception of chaperones who are paid a flat \$400 for six weekends' work.

Special certification

Faculty at IBSSS certified by the Academy for Certification of Vision Rehabilitation and Education Professionals (AVCREP) receive an annual stipend of \$900.

IBSSS average
increase is 4.0%

IBSSS reports that all of the changes identified above will increase faculty salaries by an average of 4.0%.

Analysis:

Recruit in national
market

The special schools recruit from national markets for the specialized faculty they have. Their faculty salaries are higher than statewide and local averages to enable them to hire quality faculty.

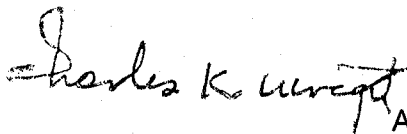
Extra-curricular
needs vary by
school

Each of the special schools has different needs for time and expertise requirements for faculty completing extra-curricular duties. Their different approaches to compensation for these duties meet their particular needs. The current stipends at ISD are insufficient to attract faculty to the duties.

Costs can be
accommodated

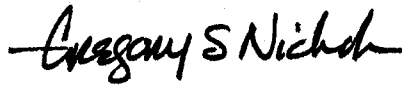
The superintendents report the costs of salary increases and stipend increases can be met within their budget allocations, though reallocation within the institution may be needed.

The salary proposals of the superintendents appear consistent with the needs of the schools.



Charles Wright

Approved:



Gregory S. Nichols

H:/(hr/june03GD5)

FY 2004

IOWA SCHOOL FOR THE DEAF
IOWA BRAILLE AND SIGHT SAVING SCHOOL
FY 2004 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	\$29,375	\$30,844	\$32,313	\$35,250	\$36,719	\$38,188	\$39,656
Step 1	\$29,963	\$31,461	\$32,959	\$35,955	\$37,453	\$38,951	\$40,449
Step 2	\$30,562	\$32,090	\$33,618	\$36,674	\$38,202	\$39,730	\$41,258
Step 3	\$31,173	\$32,732	\$34,290	\$37,408	\$38,966	\$40,525	\$42,084
Step 4	\$31,796	\$33,386	\$34,976	\$38,156	\$39,746	\$41,335	\$42,925
Step 5	\$32,432	\$34,054	\$35,676	\$38,919	\$40,540	\$42,162	\$43,784
Step 6	\$33,081	\$34,735	\$36,389	\$39,697	\$41,351	\$43,005	\$44,659
Step 7	\$33,743	\$35,430	\$37,117	\$40,491	\$42,178	\$43,865	\$45,553
Step 8	\$34,417	\$36,138	\$37,859	\$41,301	\$43,022	\$44,743	\$46,464
Step 9		\$36,861	\$38,616	\$42,127	\$43,882	\$45,638	\$47,393
Step 10		\$37,598	\$39,389	\$42,970	\$44,760	\$46,550	\$48,341
Step 11		\$38,350	\$40,177	\$43,829	\$45,655	\$47,481	\$49,308
Step 12			\$40,980	\$44,706	\$46,568	\$48,431	\$50,294
Step 13			\$41,800	\$45,600	\$47,500	\$49,400	\$51,300
Step 14			\$42,636	\$46,512	\$48,450	\$50,388	\$52,326
Step 15				\$47,442	\$49,419	\$51,395	\$53,372
Step 16				\$48,391	\$50,407	\$52,423	\$54,440
Step 17					\$51,415	\$53,472	\$55,528
Step 18					\$52,443	\$54,541	\$56,639
Step 19						\$55,632	\$57,772
Step 20						\$56,745	\$58,927

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.

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 FY04 (no change from FY03)

FY04 %	FY03 %	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 x 6 weekends)