

MEMORANDUM

To: Board of Regents
 From: Board Office
 Subject: Proposed Pay Policies for Faculty at the Special Schools
 Date: June 10, 2002

Recommended Actions:

1. Approve the faculty salary schedule for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School for FY 2003 (Attachment A).
2. Approve the proposed supplemental pay schedules for extracurricular activities at the special schools in FY 2003 (Attachments B and C).

Executive Summary:

- | | |
|-----------------------------|--|
| Cost to institution | <ul style="list-style-type: none"> • The pay matrix for the faculty at the Iowa School for the Deaf and the Iowa Braille and Sight Saving School will be increased 2.25% with a cost of 3.48% at ISD and 3.54% at IBSSS. |
| Step increases | <ul style="list-style-type: none"> • Faculty not at the top step will receive step increases. Faculty attaining additional education may move horizontally on the matrix in addition to receiving step increases. |
| Certifications | <ul style="list-style-type: none"> • The amount of compensation given for certifications at IBSSS will not change. Current compensation for certifications by ACVREP (Academy for Certification of Vision Rehabilitation and Education Professionals) and AER (Association for the Education and Rehabilitation for the Blind and Visually Handicapped) is \$900. • Compensation for provisional and permanent certifications by the CED (Council of Educators for the Deaf) will remain at \$600 for provisional and \$1,200 for permanent. • Compensation for sign language certification will not increase. These amounts range from \$200 for the Intermediate Plus level to \$1,000 for the Superior Plus level. |
| Extra-curricular pay scales | <ul style="list-style-type: none"> • IBSSS is proposing no change to its extra-curricular compensation scale. |

- ISD is proposing one change to its extra-curricular compensation scale. Over the years the school has not had a consistent cheerleading program, and the cheerleading coaches have changed frequently. Now the program has consistent leadership and the compensation scale has been adjusted accordingly.

Other
schools

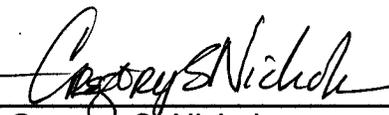
K-12

- The pay matrix for the teachers at the special schools is typical of the pay schedules found in K-12 schools throughout the state.
- The Iowa Association of School Boards (IASB) reported on June 6 that the average increase for K-12 school districts for 2002-03 is 2.88%. The starting salary for the Vinton-Shellsburg schools is \$24,305 (an average increase of 3.38%. The beginning salary for ISD and IBSSS is \$28,658. The settlements for the Lewis Central and Council Bluffs districts have not yet been reported to the IASB.



Marcia R. Brunson

Approved: _____



Gregory S. Nichols

IOWA SCHOOL FOR THE DEAF
IOWA BRAILLE AND SIGHT SAVING SCHOOL
FY 2003 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	28,658	30,091	31,524	34,390	35,823	37,255	38,688
Step 1	29,231	30,693	32,154	35,077	36,539	38,001	39,462
Step 2	29,816	31,307	32,797	35,779	37,270	38,761	40,251
Step 3	30,412	31,933	33,453	36,495	38,015	39,536	41,056
Step 4	31,020	32,571	34,122	37,224	38,775	40,326	41,877
Step 5	31,641	33,223	34,805	37,969	39,551	41,133	42,715
Step 6	32,274	33,887	35,501	38,728	40,342	41,956	43,569
Step 7	32,919	34,565	36,211	39,503	41,149	42,795	44,441
Step 8	33,577	35,256	36,935	40,293	41,972	43,651	45,330
Step 9		35,961	37,674	41,099	42,811	44,524	46,236
Step 10		36,681	38,427	41,921	43,667	45,414	47,161
Step 11		37,414	39,196	42,759	44,541	46,322	48,104
Step 12			39,980	43,614	45,432	47,249	49,066
Step 13			40,779	44,487	46,340	48,194	50,047
Step 14			41,595	45,376	47,267	49,158	51,048
Step 15				46,284	48,212	50,141	52,069
Step 16				47,210	49,177	51,144	53,111
Step 17					50,160	52,167	54,173
Step 18					51,163	53,210	55,256
Step 19						54,274	56,362
Step 20						55,360	57,489

Plus Certifications:		Sign Language Certification:	
Prov. CED-ISD	\$600	Intermediate Plus	\$200
Perm. CED-ISD	\$1,200	Advanced	\$400
AA (AER)-IBSSS	\$900	Advanced Plus	\$600
AAA (AER)-IBSSS	\$900	Superior	\$800
Other Certifications	\$600 to \$1,200	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
FY 2003 EXTRA-CURRICULAR PAY SCALE

HEAD COACH

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
BASKETBALL	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
VOLLEYBALL	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
TRACK	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
WRESTLING	2248	2310	2370	2431	2492	2613	2734	2857	2978	3100	3220	3342	3464	3585	3708
CHEERLEADING	1300	1352	1406	1462	1521	1582	1645	1711	1779	1850	1924	2001	2081	2165	2251

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
BASKETBALL	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
VOLLEYBALL	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
TRACK	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978
WRESTLING	1519	1580	1641	1701	1763	1884	2004	2127	2248	2370	2492	2613	2734	2857	2978

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147	1147
CONCESSIONS	861	861	883	906	930	956	981	1008	1036	1065	1094	1124	1153	1184	1217
YEARBOOK	861	861	883	906	930	956	981	1008	1036	1065	1094	1124	1153	1184	1217
OTHER	861	861	883	906	930	956	981	1008	1036	1065	1094	1124	1153	1184	1217

IOWA BRAILLE AND SIGHT SAVING SCHOOL
Extra-curricular Activities for FY03 (no change from FY02)

FY03 %	FY02 %	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)