

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Pay Schedules for Teachers at Special Schools
Date: May 7, 2001

Recommended Action:

Receive a report regarding the pay schedules for teachers at the special schools. (Attachments A-C)

Executive Summary:

In accordance with Iowa Code §262.9(2), the Board appoints institutional employees and fixes their compensation.

The pay matrix (Attachment A) for the teachers at the Iowa School for the Deaf and the Iowa Braille and Sight Saving School is typical of the pay schedules found in K-12 schools throughout the state of Iowa. The matrix has 21 steps representing from zero to 20 years of experience. It recognizes seven levels of academic preparation ranging from bachelors degree to educational specialist degree. To encourage teachers to pursue advanced academic preparation, the number of years of experience recognized on the pay matrix ranges from eight years with a bachelors degree to 20 years with either a masters degree plus an additional 30 approved graduate hours or the educational specialist degree. It is customary for a governing board in a K-12 school system annually to provide a single percentage of increase to all cells in the pay matrix.

Teachers progress annually through the matrix until they reach the maximum years of service recognized for their academic preparation. Because of the longevity of service, some teachers are not eligible for the annual increment. (They are said to be "topped-out".) Such teachers receive only the percentage increase that is provided for the matrix.

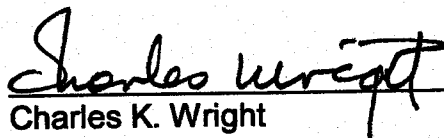
If the current matrix is continued without an increase, the movement of teachers by years of service and attainment of advanced academic preparation would cost 1.3% of salary at Iowa School for the Deaf (ISD) and 2.2% of salary at Iowa Braille and Sight Saving School (IBSSS). These increases do not take into consideration the cost of providing for increases in the state insurance programs which are anticipated to be approximately 1% of the salary base.

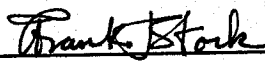
If one considers that the state pay policy for 2001-02 is 3% across-the-board plus a step increase, the cost of providing the 3% across-the-board, above current salaries, would be 4.3% at ISD and 5.2% at IBSSS. Because the state budget process is not complete, the special schools and Board Office have agreed that it would be untimely to discuss a percent of increase on the salary matrix at the May Board meeting.

Teachers at the two special schools receive additional compensation beyond the pay matrix. The Board provides compensation for the professional certifications by AER (Association for the Education and Rehabilitation of Blind and Visually Handicapped) and by CED (Council of Educators for the Deaf). Compensation for certification by these organizations is currently \$480 per year for provisional certification and \$900 for permanent certification. Additionally, compensation of from \$100 annually to \$500 annually is provided for achieving one of five levels of sign language proficiency.

The schools also provide compensation for certain activities associated with the school, outside the classroom. Current compensation for these extra curricular activities is identified on Attachment B for ISD and Attachment C for IBSSS.

The Board Office anticipates that the Board will be asked to approve an adjustment to the compensation elements for the special schools at its June meeting, provided state budget appropriations have been established for fiscal year 2002.


Charles K. Wright

Approved: 
Frank J. Stork

IOWA SCHOOL FOR THE DEAF
AND
IOWA BRAILLE AND SIGHT SAVING SCHOOL
FACULTY
2000-2001 ACADEMIC YEAR

TRACK DEGREE	I BA	II BA + 15	III BA + 30	IV MA	V MA + 15	VI MA + 30	VII ED SPEC
Beginning	\$27,211	\$28,572	\$29,932	\$32,653	\$34,014	\$35,374	\$36,735
Step 1	\$27,755	\$29,143	\$30,531	\$33,306	\$34,694	\$36,082	\$37,470
Step 2	\$28,310	\$29,726	\$31,141	\$33,972	\$35,388	\$36,803	\$38,219
Step 3	\$28,877	\$30,320	\$31,764	\$34,652	\$36,096	\$37,539	\$38,983
Step 4	\$29,454	\$30,927	\$32,399	\$35,345	\$36,818	\$38,290	\$39,763
Step 5	\$30,043	\$31,545	\$33,047	\$36,052	\$37,554	\$39,056	\$40,558
Step 6	\$30,644	\$32,176	\$33,708	\$36,773	\$38,305	\$39,837	\$41,369
Step 7	\$31,257	\$32,820	\$34,383	\$37,508	\$39,071	\$40,634	\$42,197
Step 8	\$31,882	\$33,476	\$35,070	\$38,258	\$39,853	\$41,447	\$43,041
Step 9		\$34,146	\$35,772	\$39,024	\$40,650	\$42,276	\$43,902
Step 10		\$34,829	\$36,487	\$39,804	\$41,463	\$43,121	\$44,780
Step 11		\$35,525	\$37,217	\$40,600	\$42,292	\$43,983	\$45,675
Step 12			\$37,961	\$41,412	\$43,138	\$44,863	\$46,589
Step 13			\$38,720	\$42,240	\$44,000	\$45,760	\$47,520
Step 14			\$39,495	\$43,085	\$44,880	\$46,676	\$48,471
Step 15				\$43,947	\$45,778	\$47,609	\$49,440
Step 16				\$44,826	\$46,694	\$48,561	\$50,429
Step 17					\$47,627	\$49,533	\$51,438
Step 18					\$48,580	\$50,523	\$52,466
Step 19						\$51,534	\$53,516
Step 20						\$52,564	\$54,586

Plus certifications:
AA(AER) or Prov. CED \$480
AAA(AER) or Perm. CED \$900
Other
Professional
Certifications \$480 or \$900

Sign Language Certification:
Intermediate Plus \$100
Advanced \$200
Advanced Plus \$300
Superior \$400
Superior Plus \$500

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.

ISD SUPPLEMENTAL PAY SCHEDULE

FY 2001

HEAD COACH

100.00%

	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

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
CHEERLEADING	978	978	978	978	978	978	978	978	978	978	978	978	978	978	978
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
Fiscal Year 2001

	Fiscal Year 2001 Percent of Base Salary	Fiscal Year 2000 Amount
Track & Field Coach - Boys	6%	1,794
Track & Field Coach - Girls	6%	1,794
Wrestling Coach	10%	1,473
Cheerleading Coach	10%	1,794
Swimming Coach - Boys	6%	1,794
Swimming Coach - Girls	6%	1,794
Forensics Coach	6%	1,794
Special Olympics Track Coach	4%	1,178
Special Olympics Bowling Coach	4%	1,178
Special Olympics Cheerleading Coach	4%	1,178
Student Activities Sponsor	6%	1,473
Athletic Director (new beg. FY01)	6%	n/a
Journalism Sponsor (new beg. FY01)	6%	n/a
Chaperone (\$400 x 12 weekends)		n/a