

**MEMORANDUM**

**To:** Board of Regents  
**From:** Board Office  
**Subject:** Salary Policy for Faculty of Special Schools  
**Date:** July 6, 2001

**Recommended Actions:**

1. Approve the faculty salary schedule for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School for fiscal year 2002 (Attachment A).
2. Approve the proposed supplemental pay schedules for extracurricular activities at the special schools in fiscal year 2002 (Attachments B and C).

**Executive Summary:**

The pay matrix for the faculty at the Iowa School for the Deaf and the Iowa Braille and Sight Saving School will be increased 3.0% with a cost of 4.3% at ISD and 5.2% at IBSSS. 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.

The amount of compensation given for certifications at IBSSS will not change as the school intends to review the appropriate certification vehicle for staff. Current compensation for certifications by ACVREP (Academy for Certification of Vision Rehabilitation and Education Professionals) and AER (Association for the Education and Rehabilitation of Blind and Visually Handicapped) is \$900.

Compensation for provisional and permanent certifications by the CED (Council of Educators for the Deaf) will be increased from \$480 to \$600 for provisional and from \$900 to \$1,200 for permanent certification.

The Iowa School for the Deaf is proposing no change to its extra-curricular pay scale (Attachment B). The Iowa Braille and Sight Saving School is proposing revisions to its extra-curricular scale (Attachment C).

The School for the Deaf provides additional compensation to recognize attainment of various levels of proficiency in sign language. The compensation for the five proficiency levels will be increased from \$100 to \$200 for Intermediate Plus; from \$200 to \$400 for the Advanced; from \$300 to \$600 for the Advanced Plus; from \$400 to \$800 for the Superior; and from \$500 to \$1,000 for the Superior Plus.

The recommended actions are consistent with the pay policies established in the salary bill passed by the General Assembly. The state salary allocations will not fully fund the pay plans and, in particular, the significant increases in employer health insurance premiums. The institutions will fund the difference through new revenues and internal reallocations as identified in the budget docket memorandum, G.D. 12.

**Background and Analysis:**

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 special schools is typical of the pay schedules found in K-12 schools throughout the state. The matrix has 20 steps representing zero to 20 years of experience. It recognizes seven levels of academic preparation ranging from bachelors degree to educational specialist degree.

The Iowa Association of School Boards reported on May 23 that the average salary increase for K-12 school districts for 2001-02 is 4%. The 2001-02 starting salary in the Vinton-Shellsburg schools is \$24,800 (an average increase of 5.6%) and in the Lewis Central school district starting salary is \$23,950 (an average increase of 3.7%). The Council Bluffs school district has not yet reached agreement. The starting salary for the special schools is \$28,027.

Approval of the salary policy for the faculty of the special schools is recommended.

  
Marcia R. Brunson

Approved:   
Frank J. Stork

IOWA SCHOOL FOR THE DEAF  
IOWA BRAILLE AND SIGHT SAVING SCHOOL  
FY 2002 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	\$28,027	\$29,428	\$30,830	\$33,632	\$35,034	\$36,435	\$37,836
Step 1	\$28,588	\$30,017	\$31,446	\$34,305	\$35,734	\$37,164	\$38,593
Step 2	\$29,159	\$30,617	\$32,075	\$34,991	\$36,449	\$37,907	\$39,365
Step 3	\$29,742	\$31,230	\$32,717	\$35,691	\$37,178	\$38,665	\$40,152
Step 4	\$30,337	\$31,854	\$33,371	\$36,405	\$37,922	\$39,439	\$40,955
Step 5	\$30,944	\$32,491	\$34,038	\$37,133	\$38,680	\$40,227	\$41,774
Step 6	\$31,563	\$33,141	\$34,719	\$37,876	\$39,454	\$41,032	\$42,610
Step 7	\$32,194	\$33,804	\$35,414	\$38,633	\$40,243	\$41,852	\$43,462
Step 8	\$32,838	\$34,480	\$36,122	\$39,406	\$41,048	\$42,690	\$44,331
Step 9		\$35,170	\$36,844	\$40,194	\$41,869	\$43,543	\$45,218
Step 10		\$35,873	\$37,581	\$40,998	\$42,706	\$44,414	\$46,122
Step 11		\$36,590	\$38,333	\$41,818	\$43,560	\$45,302	\$47,045
Step 12			\$39,100	\$42,654	\$44,431	\$46,209	\$47,986
Step 13			\$39,882	\$43,507	\$45,320	\$47,133	\$48,945
Step 14			\$40,679	\$44,377	\$46,226	\$48,075	\$49,924
Step 15				\$45,265	\$47,151	\$49,037	\$50,923
Step 16				\$46,170	\$48,094	\$50,018	\$51,941
Step 17					\$49,056	\$51,018	\$52,980
Step 18					\$50,037	\$52,038	\$54,040
Step 19						\$53,079	\$55,121
Step 20						\$54,141	\$56,223

Plus Certifications:

Prov. CED-ISD	\$600
Perm. CED-ISD	\$1,200
AER-IBSSS	\$900
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.

ISD SUPPLEMENTAL PAY SCHEDULE

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**  
**Fiscal Year 2002**  
**Extra Curricular Pay Schedule**

FY02		FY01	Extra-Curricular Activity
	*	6%	Track & Field Coach - Boys
6%	*	6%	Track & Field Coach - Girls
6%		10%	Wrestling Coach
0%	**	10%	Cheerleading Coach
	*	6%	Swimming Coach - Boys
6%	*	6%	Swimming Coach - Girls
6%		6%	Forensics Coach
4%		4%	Special Olympics Track Coach
4%		4%	Special Olympics Cheerleading Coach
2%		4%	Special Olympics Bowling Coach
2%	***		Special Olympics Swimming Coach
6%		6%	Student Activities Sponsor
6%		6%	Athletic Director
6%		6%	Journalism Sponsor
			Chaperone (\$400 x 6 weekends)

- \* Girls and Boys Track and Swimming will be combined in FY02
- \*\* Cheerleading will not be offered in FY02 due to lack of student interest.
- \*\*\* New activity in FY02