



**2011-2012**  
**COMBINED SALARY SCHEDULE**  
**Base Salary & Teacher Salary Supplement**  
(Rounded to nearest dollar)

<b>Step</b>	<b>BA</b>	<b>BA+15</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>CI Doc</b>	<b>Doc</b>
1	\$35,676	\$37,310	\$39,597	\$41,230	\$42,864	\$44,497	\$46,131	\$47,764
2	\$37,015	\$38,649	\$40,936	\$42,569	\$44,203	\$45,837	\$47,470	\$49,104
3	\$38,355	\$39,989	\$42,275	\$43,909	\$45,542	\$47,176	\$48,809	\$50,443
4	\$39,695	\$41,328	\$43,615	\$45,249	\$46,882	\$48,516	\$50,149	\$51,783
5	\$41,034	\$42,667	\$44,954	\$46,588	\$48,222	\$49,855	\$51,489	\$53,122
6	\$42,374	\$44,007	\$46,295	\$47,928	\$49,562	\$51,195	\$52,829	\$54,462
7	\$43,713	\$45,347	\$47,634	\$49,267	\$50,901	\$52,534	\$54,168	\$55,801
8	\$45,052	\$46,686	\$48,973	\$50,606	\$52,240	\$53,874	\$55,507	\$57,141
9	\$46,392	\$48,026	\$50,313	\$51,947	\$53,580	\$55,214	\$56,847	\$58,481
10	\$47,732	\$49,365	\$51,652	\$53,286	\$54,919	\$56,553	\$58,186	\$59,820
11	\$49,071	\$50,704	\$52,991	\$54,625	\$56,259	\$57,892	\$59,526	\$61,159
12	\$50,411	\$52,044	\$54,332	\$55,965	\$57,599	\$59,232	\$60,866	\$62,499
13	\$51,750	\$53,384	\$55,671	\$57,304	\$58,938	\$60,571	\$62,205	\$63,839
14	\$53,089	\$54,723	\$57,010	\$58,643	\$60,277	\$61,911	\$63,544	\$65,178
15	\$54,429	\$56,063	\$58,350	\$59,984	\$61,617	\$63,251	\$64,884	\$66,518
16	\$55,769	\$57,393	\$59,689	\$61,323	\$62,956	\$64,590	\$66,223	\$67,857
17	\$57,108	\$58,741	\$61,028	\$62,662	\$64,296	\$65,929	\$67,563	\$69,196
18	\$58,448	\$60,081	\$62,369	\$64,002	\$65,636	\$67,269	\$68,903	\$70,536
19	\$59,787	\$61,421	\$63,708	\$65,341	\$66,975	\$68,608	\$70,242	\$71,876

Notes:

- Following one year of eligible Agency employment, any employee who has been credited with the maximum number of years of experience credit on the base salary schedule shall be awarded a four percent (4%) increase based on the indexed base salary for step 19 and a longevity increment of One Thousand Dollars (\$1,000.00) payable annually (non-compounding).
- Employees who have been credited with a career increment of Seven Hundred Seventy Five Dollars (\$775.00) payable annually (non-compounding) shall continue to receive this career increment.

## CONTRACTED STAFF BENEFITS

### Insurances • Short Explanation • Full-time Staff

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| <b>Health Insurance</b>                | <ul style="list-style-type: none"> <li>• Free Single Plan-PPO Choice.</li> <li>• Prescription Drugs: On each prescription dispensed by pharmaceutical network, all expenses beyond \$10, \$30 or \$50 and sales tax are paid.</li> <li>• May select PPO Premier or HMO Essential and pay any premium cost that exceeds the Agency-provided plan or receive any premium cost savings as additional salary, as applicable.</li> <li>• Coverage under all plans include Preventative Care benefit paid at 100%.</li> </ul>   |
| <b>Dental Insurance</b>                | <ul style="list-style-type: none"> <li>• Free Single Delta Dental Plan II. Family coverage at employee's expense.</li> <li>• Delta Dental pays 100% on checkups and teeth cleaning; 80% of cavity repair and tooth extractions; 80% of high cost fillings, root canals, gum and bone diseases (non-surgical); 50% of dentures and bridges, teeth straightening, and gum and bone diseases (surgical).</li> <li>• Deductible: Single \$25/yr, Family \$25 per family member/yr (maximum 3 members)</li> <li>• There is no deductible for checkups and teeth cleaning. Maximum coverage is \$1,200 per eligible member per year.</li> </ul> |
| <b>Vision Insurance</b>                | <ul style="list-style-type: none"> <li>• Free Single Plan – EyeMed Vision Care Plan-Family coverage at employee's expense.</li> <li>• Eye exam – once every 12 months - \$5 Copay / In-network</li> <li>• Lenses – once every 12 months - \$10 Copay / In-network</li> <li>• Frames – once every 24 months - \$0 Copay, \$120 allowance; 80% of balance over \$120 / In-network</li> </ul>  |
| <b>Flexible Spending Account</b>       | <ul style="list-style-type: none"> <li>• Monthly amount of \$133.34 provided for selected benefits. Benefit options include – health insurance, dental insurance, vision insurance, dependent care expenses, medical reimbursements, and additional salary.</li> </ul>  |
| <b>Liability Insurance</b>             | <ul style="list-style-type: none"> <li>• Coverage by the Agency's liability insurance.</li> </ul>   |
| <b>Life Insurance</b>                  | <ul style="list-style-type: none"> <li>• \$50,000 free term insurance to all staff working half-time or more.</li> </ul>  |
| <b>Long-Term Disability</b>            | <ul style="list-style-type: none"> <li>• Covers disability due to illness or accident after ninety (90) consecutive calendar days. Coverage insures 70% of regular income.</li> </ul>   |
| <b>Retirement System</b>               | <ul style="list-style-type: none"> <li>• 5.38% of salary applied to Iowa Public Employees' Retirement System. Agency contributes amount equal to 8.07% of salary.</li> </ul>  |
| <b>Travel Accidental Death</b>         | <ul style="list-style-type: none"> <li>• \$100,000 death benefit coverage. Covers from home or office to school assignment, but not from home to assigned Agency center. Covers approved travel outside of area on approved Agency matters.</li> </ul>  |
| <b>Worker's Compensation</b>           | <ul style="list-style-type: none"> <li>• Coverage by State of Iowa's Worker's Compensation.</li> </ul>  |
| <b>Voluntary Salary Reduction Plan</b> | <ul style="list-style-type: none"> <li>• IRS 125 plan allows for pre-tax withholding of wages to be redirected toward dependent care and health care costs.</li> </ul>  |

### Leaves • Brief Description • Full-time Staff

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|---------------------------------|---|
| <b>Adoption Leave</b>           | <ul style="list-style-type: none"> <li>• 10 days paid leave to process and secure the adoption of a child</li> </ul>  |
| <b>Bereavement Leave</b>        | <ul style="list-style-type: none"> <li>• 5 paid days immediate family</li> <li>• 3 paid days extended family</li> <li>• Nonaccumulative</li> </ul>  |
| <b>Emergency Leave</b>          | <ul style="list-style-type: none"> <li>• 3 days paid leave in event of emergency situations beyond employee's control</li> </ul>  |
| <b>Extended Leave</b>           | <ul style="list-style-type: none"> <li>• 1 year maximum unpaid leave for appropriate reasons</li> </ul>   |
| <b>Military Leave</b>           | <ul style="list-style-type: none"> <li>• Granted for required military service</li> </ul>   |
| <b>Personal Leave</b>           | <ul style="list-style-type: none"> <li>• 2 paid days per year. Increments of 30 minutes. Unused leave accumulates as illness/disability leave.</li> </ul>   |
| <b>Illness/Disability Leave</b> | <ul style="list-style-type: none"> <li>• 13 paid days first year; 14 second; 15 third; 16 fourth; 17 fifth; 18 sixth and thereafter.</li> <li>• Accumulates to 200 days. Employees with 200 days on July 1 shall be granted 16 hours of additional paid leave to be taken during that work year.</li> <li>• May be used for illness of immediate family-up to number of days granted for current year.</li> </ul> |
| <b>Professional Leave</b>       | <ul style="list-style-type: none"> <li>• Up to 3 days and \$400 annually. Accrues to \$2000 and 5 days.</li> </ul>  |
| <b>Religious Leave</b>          | <ul style="list-style-type: none"> <li>• Options including paid leave available.</li> </ul>   |