



**2016-2017**  
**SALARY SCHEDULE**

Base Salary  
(Rounded to nearest dollar)

Base \$35,294

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	CI Doc	Doc
1	\$35,294	\$37,059	\$39,529	\$41,294	\$43,059	\$44,823	\$46,588	\$48,353
2	\$36,741	\$38,506	\$40,976	\$42,741	\$44,506	\$46,270	\$48,035	\$49,800
3	\$38,188	\$39,953	\$42,423	\$44,188	\$45,953	\$47,717	\$49,482	\$51,247
4	\$39,635	\$41,400	\$43,870	\$45,635	\$47,400	\$49,165	\$50,929	\$52,694
5	\$41,082	\$42,847	\$45,317	\$47,082	\$48,847	\$50,612	\$52,376	\$54,141
6	\$42,529	\$44,294	\$46,765	\$48,529	\$50,294	\$52,059	\$53,823	\$55,588
7	\$43,976	\$45,741	\$48,212	\$49,976	\$51,741	\$53,506	\$55,270	\$57,035
8	\$45,423	\$47,188	\$49,659	\$51,423	\$53,188	\$54,953	\$56,717	\$58,482
9	\$46,870	\$48,635	\$51,106	\$52,870	\$54,635	\$56,400	\$58,165	\$59,929
10	\$48,317	\$50,082	\$52,553	\$54,317	\$56,082	\$57,847	\$59,612	\$61,376
11	\$49,765	\$51,529	\$54,000	\$55,765	\$57,529	\$59,294	\$61,059	\$62,823
12	\$51,212	\$52,976	\$55,447	\$57,212	\$58,976	\$60,741	\$62,506	\$64,270
13	\$52,659	\$54,423	\$56,894	\$58,659	\$60,423	\$62,188	\$63,953	\$65,717
14	\$54,106	\$55,870	\$58,341	\$60,106	\$61,870	\$63,635	\$65,400	\$67,164
15	\$55,553	\$57,317	\$59,788	\$61,553	\$63,317	\$65,082	\$66,847	\$68,612
16	\$57,000	\$58,765	\$61,235	\$63,000	\$64,764	\$66,529	\$68,294	\$70,059
17	\$58,447	\$60,212	\$62,682	\$64,447	\$66,212	\$67,976	\$69,741	\$71,506
18	\$59,894	\$61,659	\$64,129	\$65,894	\$67,659	\$69,423	\$71,188	\$72,953
19	\$61,341	\$63,106	\$65,576	\$67,341	\$69,106	\$70,870	\$72,635	\$74,400
19a(1)	\$63,795	\$65,630	\$68,199	\$70,035	\$71,870	\$73,705	\$75,540	\$77,376
19a(2)	\$65,050	\$66,885	\$69,454	\$71,290	\$73,125	\$74,960	\$76,795	\$78,631
19b	\$65,825	\$67,660	\$70,229	\$72,065	\$73,900	\$75,735	\$77,570	\$79,406

- 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 salary schedule shall be awarded a four percent (4%) increase based on the top step, Step 19a(1).
  - Any employee who has been credited with the 4% increase based on Step 19 for one year of eligible Agency employment shall, in the following year, also be awarded a longevity increment of One Thousand Two Hundred Fifty Five Dollars (\$1,255.00) payable annually (non-compounding), Step 19a(2).
  - Any employee who has 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, Step 19b.

## CONTRACTED STAFF BENEFITS

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

- Health Insurance**
  - Free Single Plan-PPO Choice.
  - Prescription Drugs: On each prescription dispensed by pharmaceutical network, all expenses beyond \$10, \$40, \$70 or \$100 and sales tax are paid.
  - 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.
  - Coverage under all plans include Preventative Care benefit paid at 100%.
- Dental Insurance**
  - Free Single Delta Dental Plan II. Family coverage at employee's expense.
  - 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).
  - Deductible: Single \$25/yr, Family \$25 per family member/yr (maximum 3 members)
  - There is no deductible for checkups and teeth cleaning. Maximum coverage is \$1,200 per eligible member per year.
- Vision Insurance**
  - Free Single Plan – EyeMed Vision Care Plan-Family coverage at employee's expense.
  - Eye exam – once every 12 months - \$5 Copay / In-network
  - Lenses – once every 12 months - \$10 Copay / In-network
  - Frames – once every 24 months - \$0 Copay, \$120 allowance; 80% of balance over \$120 / In-network
- Flexible Spending Account**
  - 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.
- Liability Insurance**
  - Coverage by the Agency's liability insurance.
- Life Insurance**
  - \$50,000 free term insurance to all staff working half-time or more.
- Long-Term Disability**
  - Covers disability due to illness or accident after ninety (90) consecutive calendar days. Coverage insures 70% of regular income.
- Retirement System**
  - 5.95% of salary applied to Iowa Public Employees' Retirement System. Agency contributes amount equal to 8.93% of salary.
- Travel Accidental Death**
  - \$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.
- Worker's Compensation**
  - Coverage by State of Iowa's Worker's Compensation.
- Voluntary Salary Reduction Plan**
  - IRS 125 plan allows for pre-tax withholding of wages to be redirected toward dependent care and health care costs.

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

- Adoption Leave**
  - 5 days paid leave to process and secure the adoption of a child
- Bereavement Leave**
  - 5 paid days immediate family
  - 3 paid days extended family
  - Nonaccumulative
- Emergency Leave**
  - 3 days paid leave in event of emergency situations beyond employee's control
- Extended Leave**
  - 1 year maximum unpaid leave for appropriate reasons
- Military Leave**
  - Granted for required military service
- Personal Leave**
  - 2 paid days per year. Increments of 30 minutes. Unused leave accumulates as illness/disability leave.
- Illness/Disability Leave**
  - 13 paid days first year; 14 second; 15 third; 16 fourth; 17 fifth; 18 sixth and thereafter.
  - 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.
  - May be used for illness of immediate family-up to number of days granted for current year.
  - Up to 5 days may be used for parental leave upon the birth or adoption of a child.
- Professional Leave**
  - Up to 3 days and \$400 annually. Accrues to \$2000 and 5 days.
- Religious Leave**
  - Options including paid leave available.