



2016-2017
COMBINED SALARY SCHEDULE
Base Salary & Teacher Salary Supplement
(Rounded to nearest dollar)

Step	BA	BA+15	MA	MA+15	MA+30	MA+45	CI Doc	Doc
1	\$39,419	\$41,249	\$43,810	\$45,639	\$47,469	\$49,298	\$51,128	\$52,958
2	\$40,919	\$42,749	\$45,310	\$47,139	\$48,969	\$50,798	\$52,628	\$54,458
3	\$42,419	\$44,249	\$46,810	\$48,640	\$50,469	\$52,298	\$54,128	\$55,958
4	\$43,919	\$45,749	\$48,310	\$50,140	\$51,970	\$53,799	\$55,628	\$57,458
5	\$45,420	\$47,249	\$49,811	\$51,640	\$53,470	\$55,299	\$57,128	\$58,958
6	\$46,920	\$48,749	\$51,311	\$53,140	\$54,970	\$56,800	\$58,628	\$60,458
7	\$48,420	\$50,250	\$52,811	\$54,640	\$56,470	\$58,300	\$60,129	\$61,958
8	\$49,920	\$51,750	\$54,311	\$56,140	\$57,970	\$59,800	\$61,629	\$63,458
9	\$51,420	\$53,250	\$55,812	\$57,640	\$59,470	\$61,300	\$63,130	\$64,959
10	\$52,920	\$54,750	\$57,312	\$59,141	\$60,970	\$62,800	\$64,630	\$66,459
11	\$54,421	\$56,250	\$58,812	\$60,642	\$62,470	\$64,300	\$66,130	\$67,959
12	\$55,921	\$57,750	\$60,312	\$62,142	\$63,971	\$65,800	\$67,630	\$69,459
13	\$57,422	\$59,250	\$61,812	\$63,642	\$65,471	\$67,301	\$69,130	\$70,959
14	\$58,922	\$60,751	\$63,312	\$65,142	\$66,971	\$68,801	\$70,630	\$72,459
15	\$60,422	\$62,251	\$64,812	\$66,642	\$68,471	\$70,301	\$72,131	\$73,960
16	\$61,922	\$63,752	\$66,313	\$68,142	\$69,971	\$71,801	\$73,631	\$75,461
17	\$63,422	\$65,252	\$67,813	\$69,642	\$71,472	\$73,301	\$75,131	\$76,961
18	\$64,922	\$66,752	\$69,313	\$71,143	\$72,972	\$74,801	\$76,631	\$78,461
19	\$66,422	\$68,252	\$70,813	\$72,643	\$74,473	\$76,301	\$78,131	\$79,961
19a(1)	\$68,876	\$70,776	\$73,436	\$75,337	\$77,237	\$79,136	\$81,036	\$82,937
19a(2)	\$70,131	\$72,031	\$74,691	\$76,592	\$78,492	\$80,391	\$82,291	\$84,192
19b	\$70,906	\$72,806	\$75,466	\$77,367	\$79,267	\$81,166	\$83,066	\$84,967

- 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.