



**2017-2018**  
**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	\$39,467	\$41,300	\$43,866	\$45,699	\$47,533	\$49,365	\$51,198	\$53,032
2	\$40,970	\$42,803	\$45,369	\$47,202	\$49,036	\$50,868	\$52,701	\$54,535
3	\$42,473	\$44,306	\$46,872	\$48,705	\$50,539	\$52,371	\$54,205	\$56,038
4	\$43,976	\$45,809	\$48,375	\$50,209	\$52,042	\$53,875	\$55,708	\$57,541
5	\$45,479	\$47,313	\$49,879	\$51,712	\$53,545	\$55,378	\$57,211	\$59,044
6	\$46,982	\$48,816	\$51,382	\$53,215	\$55,048	\$56,881	\$58,714	\$60,547
7	\$48,485	\$50,319	\$52,885	\$54,718	\$56,551	\$58,384	\$60,217	\$62,050
8	\$49,988	\$51,822	\$54,388	\$56,221	\$58,054	\$59,887	\$61,720	\$63,553
9	\$51,491	\$53,325	\$55,891	\$57,724	\$59,557	\$61,390	\$63,224	\$65,056
10	\$52,994	\$54,828	\$57,394	\$59,227	\$61,060	\$62,894	\$64,727	\$66,559
11	\$54,498	\$56,331	\$58,898	\$60,731	\$62,563	\$64,397	\$66,230	\$68,062
12	\$56,002	\$57,834	\$60,401	\$62,234	\$64,066	\$65,900	\$67,733	\$69,565
13	\$57,505	\$59,337	\$61,904	\$63,737	\$65,569	\$67,403	\$69,236	\$71,068
14	\$59,008	\$60,840	\$63,407	\$65,240	\$67,072	\$68,906	\$70,739	\$72,571
15	\$60,511	\$62,343	\$64,910	\$66,743	\$68,575	\$70,409	\$72,242	\$74,075
16	\$62,014	\$63,847	\$66,413	\$68,246	\$70,078	\$71,912	\$73,745	\$75,578
17	\$63,517	\$65,350	\$67,916	\$69,749	\$71,582	\$73,415	\$75,248	\$77,082
18	\$65,020	\$66,853	\$69,419	\$71,252	\$73,086	\$74,918	\$76,751	\$78,585
19	\$66,523	\$68,356	\$70,922	\$72,755	\$74,589	\$76,421	\$78,254	\$80,088
19a(1)	\$68,977	\$70,880	\$73,545	\$75,449	\$77,353	\$79,256	\$81,159	\$83,064
19a(2)	\$70,232	\$72,135	\$74,800	\$76,704	\$78,608	\$80,511	\$82,414	\$84,319
19b	\$71,007	\$72,910	\$75,575	\$77,479	\$79,383	\$81,286	\$83,189	\$85,094

- 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 (2017-2018)

### 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.
  - 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 Dollars Plan**
  - Monthly amount of \$133.34 provided for selected benefits. Benefit options include – health insurance, dental insurance, vision insurance, 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 Flexible Spending Account**
  - 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 120 days. Employees with 120 days on July 1 shall be granted 8 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.