

Area Education Agency 267
2011-12 BENEFITS & EMPLOYMENT INFORMATION SUMMARY FOR CERTIFIED STAFF

Payday: Twelve per year, paid on the last business office working day of each month.

Sick Leave: Fifteen days per year, or prorated portion thereof, with maximum accumulation of 150 days.

Personal Leave: Two days per year, or prorated portion thereof. Must be applied for two working days in advance, except in cases of emergency. Cannot be used the first or last day of work or the days preceding or following a holiday or vacation unless there are extenuating circumstances. These days are non-accumulative.

Health/Major Medical Insurance: Coverage is provided by Wellmark Blue Cross/Blue Shield (Alliance Select) and paid for by the Agency for employees under contract for 0.75 FTE or more. Dependent health/major medical insurance is available with employee paying cost. Board will pay up to \$150 monthly towards cost of family medical insurance. More information will be given upon employment with AEA 267.

Dental Insurance: Delta Dental insurance is available to all employees under contract. It is paid by the Board for employees under contract for 0.75 FTE or more. Cleaning and check-up paid once every six months, x-rays once per year. \$25 deductible per person (does not apply to routine services). After the deductible is met, 80/20 for minor work and 50/50 for major work. Does not cover orthodontics for adults (does cover 50% for dependent children, if you choose family coverage). Family dental insurance is available, but must be paid for by the employee. Cost is \$47.26 per month.

Term Life Insurance: Life insurance of three (3) times your salary is provided to you by the Board. You may purchase life insurance of \$5,000 for spouse and \$2,500 for each dependent child at a cost of \$1.50 per month.

Additional Optional Life Insurance: Additional optional life insurance may be purchased for the employee, spouse and/or dependents at employee cost. More information will be given upon employment with AEA 267.

Long Term Disability Insurance: If you become disabled and unable to work during your employment with AEA 267, and qualify for LTD insurance, this will pay you up to 70% of your salary (after 90 consecutive days or end of sick leave, whichever is greater).

Workers Compensation: Coverage is provide as required by law. Any employee injured on the job must complete the necessary injury report form within 24 hours. Forms are available in the AEA 267 Business Office and online.

Liability Insurance: Provided by the Agency as specified by Iowa law.

Retirement System: Participation in the Iowa Employees Retirement System (IPERS) is mandatory. You contribute 5.38% of your salary into IPERS and the Board contributes 8.07%. Additional information is provided upon initial employment.

Licensure: Iowa Board of Educational Examiners license with appropriate endorsement(s) is required. The employee is responsible for maintaining proper status.

Credit for Prior Experience: Credit for prior experience will be granted in accordance with the collectively bargained agreement. Such experience shall be evaluated at the time of employment.

Section 125 Program: The Agency does participate in a Section 125 Program. Our program is administered by Wellmark Blue Cross/Blue Shield for the current contract year. You may participate under child care and/or unreimbursed medical costs as well as for the premium cost of medical and/or dental insurance you must pay for.

(Over)

**APPENDIX B SALARY SCHEDULE
2011-2012 School Year**

Years Exper	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	MA+60/ SP	DR
0	1.00	1.05	1.10	1.15	1.20	1.25	1.27	1.30	1.35
1	1.04	1.09	1.14	1.19	1.24	1.30	1.32	1.35	1.40
2	1.08	1.13	1.18	1.23	1.29	1.35	1.37	1.40	1.45
3	1.12	1.17	1.22	1.28	1.34	1.40	1.42	1.45	1.50
4	1.16	1.21	1.27	1.33	1.39	1.45	1.47	1.50	1.55
5	1.20	1.26	1.32	1.38	1.44	1.50	1.52	1.55	1.60
6	1.25	1.31	1.37	1.43	1.49	1.55	1.57	1.60	1.65
7	1.30	1.36	1.42	1.48	1.54	1.60	1.62	1.65	1.70
8	1.35	1.41	1.47	1.53	1.59	1.65	1.67	1.70	1.75
9	1.40	1.46	1.52	1.58	1.64	1.70	1.72	1.75	1.80
10	1.45	1.51	1.57	1.63	1.69	1.75	1.77	1.80	1.85
11	1.48	1.56	1.62	1.68	1.74	1.80	1.82	1.85	1.90
12	1.51	1.59	1.67	1.73	1.79	1.85	1.87	1.90	1.95
13	1.54	1.62	1.70	1.77	1.84	1.90	1.92	1.95	2.00
14	1.57	1.65	1.73	1.81	1.89	1.95	1.97	2.00	2.05
15	1.58	1.66	1.74	1.82	1.90	1.96	1.98	2.01	2.06
16	1.59	1.67	1.75	1.83	1.91	1.97	1.99	2.02	2.07
17	1.60	1.68	1.76	1.84	1.92	1.98	2.00	2.03	2.08
18	1.61	1.69	1.77	1.85	1.93	1.99	2.01	2.04	2.09
19	1.62	1.70	1.78	1.86	1.94	2.00	2.02	2.05	2.10
20	1.63	1.71	1.79	1.87	1.95	2.01	2.03	2.06	2.11
21	1.64	1.72	1.80	1.88	1.96	2.02	2.04	2.07	2.12
22	1.65	1.73	1.81	1.89	1.97	2.03	2.05	2.08	2.13
23	1.66	1.74	1.82	1.90	1.98	2.04	2.06	2.09	2.14
24	1.67	1.75	1.83	1.91	1.99	2.05	2.07	2.10	2.15
25	1.68	1.76	1.84	1.92	2.00	2.06	2.08	2.11	2.16
26	1.69	1.77	1.85	1.93	2.01	2.07	2.09	2.12	2.17
27	1.70	1.78	1.86	1.94	2.02	2.08	2.10	2.13	2.18
28	1.71	1.79	1.87	1.95	2.03	2.09	2.11	2.14	2.19
29	1.72	1.80	1.88	1.96	2.04	2.10	2.12	2.15	2.20
30	1.73	1.81	1.89	1.97	2.05	2.11	2.13	2.16	2.21

1.00 is the base index figure = \$29,840*

*See Letter of Agreement (page 41 of Master Contract)

Licensed (non-instructional) staff annual longevity payment: Step 28 = \$200; Step 29 = \$400; Step 30 = \$600

- In calculating the salary for graphic design specialists employed on a 187-day contract, multiply the index by the base figure.
- In calculating the salary for all instructional staff employed on a 190-day contract, add .03 to the index at the step which applies before multiplying by the base figure. This includes: Behavioral Strategist; Detention Center Teacher; Substance Abuse Mental Health Teacher; Teacher of Art; Teacher of BD, Teacher of BD (Gerard); Teacher of BD (Learning Center); Teacher of Early Childhood Special Education; Teacher of Hearing Impaired; Teacher of LD; Teacher of MD; Teacher of MD/SP; Teacher of Multi Disabilities/Resource; Teacher of Multi Disabilities/SCI; Teacher of PE, Teacher of PE (Gerard); Teacher of Visually Impaired; Transition Service Teacher; and Youth Shelter Teacher.
- In calculating the salary for Adaptive PE Teachers, Itinerant Hearing, Itinerant Vision, and Special Education Nurse/Instruction staff employed on a 190 day contract, add .10 to the index at the step which applies before multiplying by the base figure. (These positions are generally itinerant).
- In calculating the salary for Audiologists, Behavior Intervention Specialist; Consultant for Career & Technical Education; Consultant for Curriculum Development; Consultant for Curriculum Development II; Consultant for Early Childhood; Consultant for Educational Services; Consultant for English Language Learners; Consultant for Mathematics; Consultant for Professional Development; Consultant for Reading/Language Arts; Consultant for Science; Consultant for Substance Abuse Prevention; Consultant for Technology & Learning; Consultant for Technology, Teaching & Learning; Consultant for Youth Development; Consulting Special Education Nurses, Coordinator of Technology Services; Early Access Regional Coordinators, Early Childhood Special Educators, Early Childhood Educators; Early Childhood Specialists; Occupational Therapists; Physical Therapists; Professional Development Trainer; School Psychologist; School Social Workers; Special Education Consultants; Special Education Nurse-Support; Special Education Technology Specialist; Speech-Language Pathologists; Teacher Librarian; Technology Consultant; Technology Services Consultant; Technology Systems Specialist; Work Experience/Transition Specialist and Work Experience/Transition Coordinators employed on a 194-day contract, add .20 to the index at the step which applies before multiplying by the base figure.
- Persons who complete an M.A. degree program which requires the equivalent of 60 semester hours or 2 full years of preparation beyond a B.A. shall be placed on the MA+30 lane. (Evidence of this program requirement by the "granting institution" shall be provided by the employee).
- Physical Therapists who have completed an accredited physical therapy training program which requires the equivalent of 60 semester hours beyond a B.A. and who possess a valid Iowa license to practice physical therapy, shall be placed on the MA+30 lane. (Evidence of this program requirement by the "granting institution" shall be provided by the employee).