

**URBANDALE COMMUNITY SCHOOL DISTRICT
BOARD OF DIRECTORS' MEETING
MONDAY, MAY 16, 2016
SPECIAL BOARD MEETING – 12:00 P.M.
UCSD ADMINISTRATION OFFICE - 11152 AURORA AVENUE
CHRIS GUNNARE, PRESIDENT**

***Our Mission:** teach all/reach all*

***Our Vision:** Urbandale will be a school district that brings learning to life for everyone.*

***UCSD School Board Mission:** To partner with stakeholders to teach all and reach all through governance of Board Policy and Operating Protocol.*

*Urbandale is a national leader in **CHARACTER COUNTS!**, endeavoring at all times to promote and model the principles of trustworthiness, respect, responsibility, fairness, caring and citizenship. In conducting tonight's meeting, we expect that all participants will act in a respectful manner consistent with these principles.*

AGENDA

UCSD Administrative Office - 11152 Aurora Avenue

- I. **Call to Order and Roll Call**
- II. **Approval of Agenda**
- III. **Consideration and Action on the 2016-2017 Urbandale Education Association (UEA) Master Contract**
- IV. **Adjourn**

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AGENDA

UCSD Administration Office - 11152 Aurora Avenue

I. Call to Order and Roll Call

Name	Present	Absent
Aaron Applegate	_____	_____
Aldrich Cabildo	_____	_____
Graham Giles	_____	_____
Chris Gunnare	_____	_____
Katherine Howsare	_____	_____
Cate Newberg	_____	_____
Tanya Ruden	_____	_____

II. Approval of Agenda

BE IT RESOLVED that the Board of Directors approve the Agenda for the Board meeting being held on Friday, May 16, 2016.

Motion by: _____ Seconded by: _____

Board action:

III. **Consideration and Action on the 2016-2017 Urbandale Education Association (UEA)**
Master Contract - *Special Report #1 - SpRpt #3*

BE IT RESOLVED that the Board of Directors approve changes and salary increases to the UEA Master Contract for the 2016-2017 school year.

Motion by _____ Seconded by _____

Board action:

IV. **Adjourn**

MEMORANDUM

DATE: May 13, 2016
TO: Board of Directors
FROM: Shelly Clifford, Chief Financial Officer
SUBJECT: Consideration of the Urbandale Education Association (UEA) 2016-17 Master Contract tentative agreement and UEA Salary Schedules

The contract negotiations teams for the District and the Urbandale Education Association reached a tentative agreement for their 2016-17 Master Contract. On Thursday, May 12th, UEA members ratified the proposed contract agreement.

The contract changes within the terms of the tentative agreement are:

- Compensation – average salary increase of 3.32%, with each cell on the salary schedule increasing by \$1,850.00. With no change to insurance costs, the increase calculates to a 3.04% total package increase for the group.
 - Appendix 3 – Extra Duty Pay salary schedule base generators also increased by 3.32%
- Voluntary Transfers – qualified employees will communicate their interest in an open position by submitting a letter of interest and application using the Internal Applicant process through the District AppliTrack website.

The Single Salary Schedule documents are included for your review, showing details of the increase to each step and lane, proposed contract settlement costs, and the master contract salary schedule.

sc

UEA 2016-17		BA	BA15	BA30	MA	MA15	MA30	Ph.D.	
NEW ROW	Y	Base Salary	40,907	42,015	43,157	45,503	47,055	48,033	49,354
		TSS State Funding	4,251	4,366	4,484	4,732	4,556	4,995	5,133
		16-17 Total Salary	45,158	46,381	47,641	50,235	51,611	53,028	54,487
X		Base Salary	41,257	42,365	43,507	45,853	47,405	48,383	49,704
		TSS State Funding	4,301	4,416	4,534	4,782	4,606	5,045	5,183
		16-17 Total Salary	45,558	46,781	48,041	50,635	52,011	53,428	54,887
W		Base Salary	41,627	42,734	43,875	46,220	47,465	48,748	50,068
		TSS State Funding	4,331	4,447	4,566	4,815	4,946	5,080	5,219
		16-17 Total Salary	45,958	47,181	48,441	51,035	52,411	53,828	55,287
V		Base Salary	42,005	43,111	44,251	46,595	47,839	49,121	50,440
		TSS State Funding	4,361	4,478	4,598	4,848	4,980	5,115	5,255
		16-17 Total Salary	46,366	47,589	48,849	51,443	52,819	54,236	55,695
U		Base Salary	42,388	43,493	44,632	46,976	48,218	49,499	50,817
		TSS State Funding	4,391	4,509	4,630	4,881	5,014	5,150	5,291
		16-17 Total Salary	46,779	48,002	49,262	51,857	53,232	54,649	56,108
T		Base Salary	42,774	43,878	45,016	47,359	48,600	49,880	51,197
		TSS State Funding	4,421	4,540	4,662	4,914	5,048	5,185	5,327
		16-17 Total Salary	47,195	48,418	49,678	52,273	53,648	55,065	56,524
S		Base Salary	42,902	44,004	45,141	47,482	48,722	50,000	51,317
		TSS State Funding	4,453	4,573	4,696	4,950	5,085	5,224	5,367
		16-17 Total Salary	47,355	48,577	49,837	52,432	53,807	55,224	56,684
R		Base Salary	43,329	44,432	45,568	47,909	49,150	50,428	51,744
		TSS State Funding	4,498	4,618	4,742	4,996	5,130	5,269	5,412
		16-17 Total Salary	47,827	49,050	50,310	52,905	54,280	55,697	57,156
Q		Base Salary	43,958	45,062	46,199	48,540	49,779	51,058	52,374
		TSS State Funding	4,567	4,687	4,810	5,064	5,199	5,338	5,480
		16-17 Total Salary	48,525	49,749	51,009	53,604	54,978	56,396	57,854
P		Base Salary	44,736	45,849	46,997	49,567	50,826	52,121	53,456
		TSS State Funding	4,651	4,772	4,897	5,176	5,312	5,453	5,598
		16-17 Total Salary	49,387	50,621	51,894	54,743	56,138	57,574	59,054
O		Base Salary	45,660	47,109	48,550	50,482	51,859	53,306	54,399
		TSS State Funding	4,752	4,909	5,065	5,275	5,425	5,582	5,700
		16-17 Total Salary	50,412	52,018	53,615	55,757	57,284	58,888	60,099
N		Base Salary	47,109	48,550	49,999	52,092	53,465	54,914	56,007
		TSS State Funding	4,909	5,065	5,223	5,450	5,599	5,756	5,875
		16-17 Total Salary	52,018	53,615	55,222	57,542	59,064	60,670	61,882
M		Base Salary	48,550	49,999	51,444	53,699	55,073	56,519	57,614
		TSS State Funding	5,065	5,223	5,380	5,624	5,773	5,930	6,049
		16-17 Total Salary	53,615	55,222	56,824	59,323	60,846	62,449	63,663

L	Base Salary	49,999	51,442	52,889	55,307	56,680	58,124	59,217
	TSS State Funding	5,223	5,379	5,536	5,799	5,948	6,105	6,223
	16-17 Total Salary	55,222	56,821	58,425	61,106	62,628	64,229	65,440
K	Base Salary	51,442	52,889	54,334	56,916	58,283	59,729	60,822
	TSS State Funding	5,379	5,536	5,693	5,974	6,122	6,279	6,398
	16-17 Total Salary	56,821	58,425	60,027	62,890	64,405	66,008	67,220
J	Base Salary	52,889	54,334	55,778	58,524	59,888	61,337	62,430
	TSS State Funding	5,536	5,693	5,850	6,148	6,296	6,454	6,572
	16-17 Total Salary	58,425	60,027	61,628	64,672	66,184	67,791	69,002
I	Base Salary	54,334	55,778	57,222	60,132	61,496	62,942	64,036
	TSS State Funding	5,693	5,850	6,007	6,323	6,471	6,628	6,747
	16-17 Total Salary	60,027	61,628	63,229	66,455	67,967	69,570	70,783
H	Base Salary	55,778	57,222	58,669	61,741	63,103	64,548	65,641
	TSS State Funding	5,850	6,007	6,164	6,497	6,645	6,802	6,921
	16-17 Total Salary	61,628	63,229	64,833	68,238	69,748	71,350	72,562
G	Base Salary	57,273	58,669	60,113	63,189	64,548	65,990	67,088
	TSS State Funding	6,042	6,164	6,321	6,655	6,802	6,959	7,078
	16-17 Total Salary	63,315	64,833	66,434	69,844	71,350	72,949	74,166
F	Base Salary	59,338	60,436	61,560	64,635	65,989	67,438	68,530
	TSS State Funding	6,237	6,356	6,478	6,812	6,959	7,116	7,234
	16-17 Total Salary	65,575	66,792	68,038	71,447	72,948	74,554	75,764
E	Base Salary		62,229	63,327	66,080	67,438	68,838	69,977
	TSS State Funding		6,550	6,670	6,969	7,116	7,273	7,392
	16-17 Total Salary		68,779	69,997	73,049	74,554	76,111	77,369
D	Base Salary			65,118	67,853	68,880	70,329	71,422
	TSS State Funding			6,864	7,161	7,273	7,430	7,549
	16-17 Total Salary			71,982	75,014	76,153	77,759	78,971
C	Base Salary				69,645	70,648	71,773	72,869
	TSS State Funding				7,356	7,465	7,587	7,706
	16-17 Total Salary				77,001	78,113	79,360	80,575
B	Base Salary					72,442	73,539	74,313
	TSS State Funding					7,659	7,778	7,862
	16-17 Total Salary					80,101	81,317	82,175
A	Base Salary						75,331	76,080
	TSS State Funding						7,973	8,054
	16-17 Total Salary						83,304	84,134

UEA Pay Increase		BA	BA15	BA30	MA	MA15	MA30	Ph.D.
X	16-17 Total Salary	45,558	46,781	48,041	50,635	52,011	53,428	54,887
	15-16 Total Salary	43,708	44,931	46,191	48,785	50,161	51,578	53,037
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
W	16-17 Total Salary	45,958	47,181	48,441	51,035	52,411	53,828	55,287
	15-16 Total Salary	44,108	45,331	46,591	49,185	50,561	51,978	53,437
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
V	16-17 Total Salary	46,366	47,589	48,849	51,443	52,819	54,236	55,695
	15-16 Total Salary	44,516	45,739	46,999	49,593	50,969	52,386	53,845
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
U	16-17 Total Salary	46,779	48,002	49,262	51,857	53,232	54,649	56,108
	15-16 Total Salary	44,929	46,152	47,412	50,007	51,382	52,799	54,258
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
T	16-17 Total Salary	47,195	48,418	49,678	52,273	53,648	55,065	56,524
	15-16 Total Salary	45,345	46,568	47,828	50,423	51,798	53,215	54,674
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
S	16-17 Total Salary	47,355	48,577	49,837	52,432	53,807	55,224	56,684
	15-16 Total Salary	45,505	46,727	47,987	50,582	51,957	53,374	54,834
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
R	16-17 Total Salary	47,827	49,050	50,310	52,905	54,280	55,697	57,156
	15-16 Total Salary	45,977	47,200	48,460	51,055	52,430	53,847	55,306
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
Q	16-17 Total Salary	48,525	49,749	51,009	53,604	54,978	56,396	57,854
	15-16 Total Salary	46,675	47,899	49,159	51,754	53,128	54,546	56,004
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
P	16-17 Total Salary	49,387	50,621	51,894	54,743	56,138	57,574	59,054
	15-16 Total Salary	47,537	48,771	50,044	52,893	54,288	55,724	57,204
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
O	16-17 Total Salary	50,412	52,018	53,615	55,757	57,284	58,888	60,099
	15-16 Total Salary	48,562	50,168	51,765	53,907	55,434	57,038	58,249
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
N	16-17 Total Salary	52,018	53,615	55,222	57,542	59,064	60,670	61,882
	15-16 Total Salary	50,168	51,765	53,372	55,692	57,214	58,820	60,032
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
M	16-17 Total Salary	53,615	55,222	56,824	59,323	60,846	62,449	63,663
	15-16 Total Salary	51,765	53,372	54,974	57,473	58,996	60,599	61,813
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850

UEA Pay Increase		BA	BA15	BA30	MA	MA15	MA30	Ph.D.
L	16-17 Total Salary	55,222	56,821	58,425	61,106	62,628	64,229	65,440
	15-16 Total Salary	53,372	54,971	56,575	59,256	60,778	62,379	63,590
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
K	16-17 Total Salary	56,821	58,425	60,027	62,890	64,405	66,008	67,220
	15-16 Total Salary	54,971	56,575	58,177	61,040	62,555	64,158	65,370
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
J	16-17 Total Salary	58,425	60,027	61,628	64,672	66,184	67,791	69,002
	15-16 Total Salary	56,575	58,177	59,778	62,822	64,334	65,941	67,152
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
I	16-17 Total Salary	60,027	61,628	63,229	66,455	67,967	69,570	70,783
	15-16 Total Salary	58,177	59,778	61,379	64,605	66,117	67,720	68,933
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
H	16-17 Total Salary	61,628	63,229	64,833	68,238	69,748	71,350	72,562
	15-16 Total Salary	59,778	61,379	62,983	66,388	67,898	69,500	70,712
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
G	16-17 Total Salary	63,315	64,833	66,434	69,844	71,350	72,949	74,166
	15-16 Total Salary	61,465	62,983	64,584	67,994	69,500	71,099	72,316
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
F	16-17 Total Salary	65,575	66,792	68,038	71,447	72,948	74,554	75,764
	15-16 Total Salary	63,725	64,942	66,188	69,597	71,098	72,704	73,914
	Increase	1,850	1,850	1,850	1,850	1,850	1,850	1,850
E	16-17 Total Salary		68,779	69,997	73,049	74,554	76,111	77,369
	15-16 Total Salary		66,929	68,147	71,199	72,704	74,261	75,519
	Increase		1,850	1,850	1,850	1,850	1,850	1,850
D	16-17 Total Salary			71,982	75,014	76,153	77,759	78,971
	15-16 Total Salary			70,132	73,164	74,303	75,909	77,121
	Increase			1,850	1,850	1,850	1,850	1,850
C	16-17 Total Salary				77,001	78,113	79,360	80,575
	15-16 Total Salary				75,151	76,263	77,510	78,725
	Increase				1,850	1,850	1,850	1,850
B	16-17 Total Salary					80,101	81,317	82,175
	15-16 Total Salary					78,251	79,467	80,325
	Increase					1,850	1,850	1,850
A	15-16 Total Salary						83,304	84,134
	14-15 Total Salary						81,454	82,284
	Increase						1,850	1,850

SEA Statement Cost	#FTE	BA	#FTE	BA15	Amount	#FTE	BA30	Amount	#FTE	MA	Amount	#FTE	MA15	Amount	#FTE	MA30	Amount	#FTE	Ph.D.	Amount
16-17 Total Salary	9.5	45,558	432,801	46,781	-	4.0	48,411	-	4.0	50,635	202,240	0.0	52,011	-	0.0	53,428	-	0.0	54,887	-
15-16 Total Salary	9.5	43,708	415,226	44,531	-	4.0	46,191	-	4.0	48,785	195,140	0.0	50,161	-	0.0	51,578	-	0.0	53,037	-
Increase		1,850	17,575	0.0	1,850	1,850	0.0	1,850	1,850	1,850	7,000	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	17.0	45,958	781,236	47,181	94,362	0.0	48,441	-	1.0	51,035	51,935	0.5	52,411	26,206	0.0	53,828	-	0.0	55,287	-
15-16 Total Salary	17.0	44,108	749,836	45,331	90,662	0.0	46,591	-	1.0	49,185	49,385	0.5	50,561	25,281	0.0	51,978	-	0.0	53,437	-
Increase		1,850	31,450	2.0	1,850	3,700	0.0	1,850	1,850	1,850	2,550	0.5	1,850	925	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	13.0	46,366	602,758	47,589	95,178	2.0	48,849	97,698	3.0	51,443	154,229	0.0	52,819	-	0.0	54,236	-	0.0	55,685	-
15-16 Total Salary	13.0	44,516	578,708	45,739	91,478	2.0	46,999	93,998	3.0	49,593	148,779	0.0	50,969	-	0.0	52,366	-	0.0	53,815	-
Increase		1,850	24,050	2.0	1,850	3,700	2.0	1,850	3,700	1,850	5,550	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	3.0	46,779	140,317	48,002	384,016	0.0	49,462	-	6.0	51,857	311,442	0.0	53,232	-	0.0	54,649	-	0.0	56,108	-
15-16 Total Salary	3.0	44,929	134,787	46,152	369,216	0.0	47,412	-	6.0	50,007	300,442	0.0	51,382	-	0.0	52,799	-	0.0	54,258	-
Increase		1,850	5,550	8.0	1,850	14,800	0.0	1,850	1,850	1,850	11,000	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	8.0	47,195	377,660	48,418	242,090	2.0	49,678	99,356	4.5	52,273	235,229	0.0	53,648	-	0.0	55,065	-	0.0	56,524	-
15-16 Total Salary	8.0	45,345	362,760	46,568	232,840	2.0	47,828	95,656	4.5	50,423	226,904	0.0	51,798	-	0.0	53,215	-	0.0	54,674	-
Increase		1,850	14,800	5.0	1,850	9,250	2.0	1,850	1,850	1,850	8,325	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	7.0	47,355	331,485	48,577	97,154	5.0	49,837	249,185	6.0	52,432	314,592	0.0	53,807	-	0.0	55,224	-	0.0	56,684	-
15-16 Total Salary	7.0	45,505	318,535	46,727	93,454	5.0	47,987	239,935	6.0	50,582	303,492	0.0	51,957	-	0.0	53,374	-	0.0	54,834	-
Increase		1,850	12,950	2.0	1,850	3,700	2.0	1,850	9,250	1,850	11,000	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	4.0	47,827	191,308	49,050	49,050	1.0	49,510	50,310	3.5	52,905	185,168	0.0	54,280	-	0.0	55,697	-	0.0	57,156	-
15-16 Total Salary	4.0	45,977	183,938	47,200	47,200	1.0	48,650	48,650	3.5	51,505	178,893	0.0	52,430	-	0.0	53,847	-	0.0	55,306	-
Increase		1,850	7,400	1.0	1,850	1,850	1.0	1,850	3.5	1,850	6,475	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	4.0	48,525	194,100	49,749	49,749	2.0	51,009	102,018	4.0	53,604	214,416	1.0	54,978	54,978	2.0	56,396	112,792	0.0	57,854	-
15-16 Total Salary	4.0	46,675	186,700	47,899	47,899	2.0	49,159	98,318	4.0	51,754	207,016	1.0	53,128	53,128	2.0	54,546	109,092	0.0	56,004	-
Increase		1,850	7,400	1.0	1,850	1,850	2.0	1,850	3,700	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	0.0	49,387	-	50,621	151,863	2.0	51,884	103,768	7.0	54,748	383,201	0.0	56,138	-	0.0	57,574	-	0.0	59,054	-
15-16 Total Salary	0.0	47,537	-	48,771	146,513	2.0	50,044	100,068	7.0	52,893	370,251	0.0	54,288	-	0.0	55,724	-	0.0	57,260	-
Increase		1,850	-	1,850	5,350	0.0	1,850	3,700	0.0	1,850	12,950	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	4.0	50,412	201,648	52,018	156,054	4.0	53,615	214,460	10.0	55,797	557,270	3.0	57,284	171,852	3.0	58,888	176,664	0.0	60,099	-
15-16 Total Salary	4.0	48,562	194,248	50,168	150,504	4.0	51,765	207,060	10.0	53,907	539,070	3.0	55,430	166,202	3.0	57,098	171,114	0.0	58,249	-
Increase		1,850	7,400	3.0	1,850	5,550	4.0	1,850	1,850	1,850	18,600	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	5.0	52,018	280,090	53,615	160,845	0.0	55,222	-	9.0	57,942	517,878	3.0	59,064	177,192	2.0	60,670	121,340	0.0	61,882	-
15-16 Total Salary	5.0	50,168	250,840	51,765	155,295	0.0	53,372	-	9.0	55,699	500,228	3.0	57,214	171,640	2.0	58,820	117,640	0.0	60,032	-
Increase		1,850	9,250	3.0	1,850	5,550	0.0	1,850	1,850	1,850	16,650	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	3.0	53,615	160,845	55,222	-	0.0	56,824	-	2.0	59,323	118,466	1.0	60,846	60,846	2.0	62,449	124,898	0.0	63,663	-
15-16 Total Salary	3.0	51,765	155,295	53,372	-	0.0	54,974	-	2.0	57,073	114,966	1.0	58,996	58,996	2.0	60,599	121,198	0.0	61,813	-
Increase		1,850	5,550	0.0	1,850	1,850	0.0	1,850	2.0	1,850	3,700	1.0	1,850	1,850	0.0	1,850	3,700	0.0	1,850	1,850
16-17 Total Salary	2.0	55,222	110,244	56,821	119,642	2.0	58,425	58,425	1.0	61,006	61,006	2.0	62,628	125,256	0.0	64,229	-	0.0	65,440	-
15-16 Total Salary	2.0	53,372	106,744	54,971	109,942	2.0	56,575	56,575	1.0	59,256	59,256	2.0	60,778	121,556	0.0	62,379	-	0.0	63,590	-
Increase		1,850	3,700	2.0	1,850	3,700	1.0	1,850	1,850	1,850	1,850	0.0	1,850	3,700	0.0	1,850	3,700	0.0	1,850	1,850
16-17 Total Salary	0.5	56,821	28,411	58,425	292,125	1.0	60,027	60,027	1.0	62,990	62,990	2.0	64,405	128,810	3.0	66,098	198,024	0.0	67,220	-
15-16 Total Salary	0.5	54,971	27,886	56,575	282,875	1.0	58,177	58,177	1.0	61,040	61,040	2.0	62,555	125,110	3.0	64,158	192,474	0.0	65,570	-
Increase		1,850	925	1.0	1,850	9,250	0.0	1,850	1,850	1,850	1,850	2.0	1,850	3,700	0.0	1,850	5,550	0.0	1,850	1,850
16-17 Total Salary	0.0	58,425	-	60,027	60,027	0.0	61,628	-	3.0	64,672	194,016	1.0	66,184	66,184	0.0	67,791	-	0.0	69,002	-
15-16 Total Salary	0.0	56,575	-	58,177	58,177	0.0	59,778	-	3.0	62,822	188,466	1.0	64,334	64,334	0.0	65,941	-	0.0	67,152	-
Increase		1,850	-	1.0	1,850	1,850	0.0	1,850	3.0	1,850	5,550	1.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	1.0	60,027	60,027	61,628	-	0.0	63,229	-	3.0	66,455	199,455	0.0	67,967	-	0.0	69,570	-	0.0	70,783	-
15-16 Total Salary	1.0	58,177	58,177	59,778	-	0.0	61,379	-	3.0	64,605	193,415	0.0	66,117	-	0.0	67,720	-	0.0	68,933	-
Increase		1,850	1,850	1,850	0.0	1,850	1,850	0.0	1,850	5,550	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850	
16-17 Total Salary	1.0	61,628	188,827	63,229	63,229	1.0	64,832	64,832	1.0	68,238	68,238	1.0	69,748	69,748	0.0	71,300	-	0.0	72,852	-
15-16 Total Salary	1.0	59,778	184,137	61,379	61,379	1.0	62,983	62,983	1.0	66,388	66,388	1.0	67,898	67,898	0.0	69,500	-	0.0	70,712	-
Increase		1,850	3,700	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	1.0	63,229	188,827	64,832	188,827	1.0	66,434	188,827	1.0	69,840	188,827	1.0	71,350	214,050	4.0	72,949	291,796	0.0	74,166	-
15-16 Total Salary	1.0	61,379	184,137	62,983	184,137	1.0	64,584	184,137	1.0	67,990	208,500	4.0	69,500	208,500	4.0	71,099	284,396	0.0	72,316	-
Increase		1,850	4,700	1,850	4,700	0.0	1,850	4,700	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850	0.0	1,850	1,850
16-17 Total Salary	2.0	65,575	13																	

2016-17 UEA Salary Schedule*

	BA	BA-15	BA-30	MA	MA-15	MA-30	Ph.D.
Y	\$ 45,158	\$ 46,381	\$ 47,641	\$ 50,235	\$ 51,611	\$ 53,028	\$ 54,487
X	\$ 45,558	\$ 46,781	\$ 48,041	\$ 50,635	\$ 52,011	\$ 53,428	\$ 54,887
W	\$ 45,958	\$ 47,181	\$ 48,441	\$ 51,035	\$ 52,411	\$ 53,828	\$ 55,287
V	\$ 46,366	\$ 47,589	\$ 48,849	\$ 51,443	\$ 52,819	\$ 54,236	\$ 55,695
U	\$ 46,779	\$ 48,002	\$ 49,262	\$ 51,857	\$ 53,232	\$ 54,649	\$ 56,108
T	\$ 47,195	\$ 48,418	\$ 49,678	\$ 52,273	\$ 53,648	\$ 55,065	\$ 56,524
S	\$ 47,355	\$ 48,577	\$ 49,837	\$ 52,432	\$ 53,807	\$ 55,224	\$ 56,684
R	\$ 47,827	\$ 49,050	\$ 50,310	\$ 52,905	\$ 54,280	\$ 55,697	\$ 57,156
Q	\$ 48,525	\$ 49,749	\$ 51,009	\$ 53,604	\$ 54,978	\$ 56,396	\$ 57,854
P	\$ 49,387	\$ 50,621	\$ 51,894	\$ 54,743	\$ 56,138	\$ 57,574	\$ 59,054
O	\$ 50,412	\$ 52,018	\$ 53,615	\$ 55,757	\$ 57,284	\$ 58,888	\$ 60,099
N	\$ 52,018	\$ 53,615	\$ 55,222	\$ 57,542	\$ 59,064	\$ 60,670	\$ 61,882
M	\$ 53,615	\$ 55,222	\$ 56,824	\$ 59,323	\$ 60,846	\$ 62,449	\$ 63,663
L	\$ 55,222	\$ 56,821	\$ 58,425	\$ 61,106	\$ 62,628	\$ 64,229	\$ 65,440
K	\$ 56,821	\$ 58,425	\$ 60,027	\$ 62,890	\$ 64,405	\$ 66,008	\$ 67,220
J	\$ 58,425	\$ 60,027	\$ 61,628	\$ 64,672	\$ 66,184	\$ 67,791	\$ 69,002
I	\$ 60,027	\$ 61,628	\$ 63,229	\$ 66,455	\$ 67,967	\$ 69,570	\$ 70,783
H	\$ 61,628	\$ 63,229	\$ 64,833	\$ 68,238	\$ 69,748	\$ 71,350	\$ 72,562
G	\$ 63,315	\$ 64,833	\$ 66,434	\$ 69,844	\$ 71,350	\$ 72,949	\$ 74,166
F	\$ 65,575	\$ 66,792	\$ 68,038	\$ 71,447	\$ 72,948	\$ 74,554	\$ 75,764
E		\$ 68,779	\$ 69,997	\$ 73,049	\$ 74,554	\$ 76,111	\$ 77,369
D			\$ 71,982	\$ 75,014	\$ 76,153	\$ 77,759	\$ 78,971
C				\$ 77,001	\$ 78,113	\$ 79,360	\$ 80,575
B					\$ 80,101	\$ 81,317	\$ 82,175
A						\$ 83,304	\$ 84,134

**includes and fully expends the District's 2016-17 State of Iowa Teacher Salary Supplement (TSS) funding*

The UEA has negotiated the following allocation methods for TSS funding (less FICA/IPERS):

- For 2010-11: Indexed entire TSS funding amount of \$1,700,035 according to cell values within the base salary schedule.
- For 2011-12 through 2016-17: Initial TSS funding of \$1,700,035 remains indexed from year 2010-11. Additional TSS funding received each subsequent year has been allocated to FTE's by increasing TSS by equal amounts to all cells in the schedule.

Extra Duty Pay Schedule 2016-17

STEP	BASE	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	15%	21%
0	\$32,493	\$1,300	\$1,625	\$1,950	\$2,275	\$2,599	\$2,924	\$3,249	\$3,574	\$3,899	\$4,224	\$4,549	\$4,874	\$6,824
1	\$33,683	\$1,347	\$1,684	\$2,021	\$2,358	\$2,695	\$3,031	\$3,368	\$3,705	\$4,042	\$4,379	\$4,716	\$5,052	\$7,073
2	\$34,871	\$1,395	\$1,744	\$2,092	\$2,441	\$2,790	\$3,138	\$3,487	\$3,836	\$4,185	\$4,533	\$4,882	\$5,231	\$7,323
3	\$35,901	\$1,436	\$1,795	\$2,154	\$2,513	\$2,872	\$3,231	\$3,590	\$3,949	\$4,308	\$4,667	\$5,026	\$5,385	\$7,539
4	\$37,543	\$1,502	\$1,877	\$2,253	\$2,628	\$3,003	\$3,379	\$3,754	\$4,130	\$4,505	\$4,881	\$5,256	\$5,631	\$7,884
5	\$38,883	\$1,555	\$1,944	\$2,333	\$2,722	\$3,111	\$3,499	\$3,888	\$4,277	\$4,666	\$5,055	\$5,444	\$5,832	\$8,165
6	\$40,216	\$1,609	\$2,011	\$2,413	\$2,815	\$3,217	\$3,619	\$4,022	\$4,424	\$4,826	\$5,228	\$5,630	\$6,032	\$8,445
7	\$41,557	\$1,662	\$2,078	\$2,493	\$2,909	\$3,325	\$3,740	\$4,156	\$4,571	\$4,987	\$5,402	\$5,818	\$6,234	\$8,727
8	\$42,894	\$1,716	\$2,145	\$2,574	\$3,003	\$3,432	\$3,860	\$4,289	\$4,718	\$5,147	\$5,576	\$6,005	\$6,434	\$9,008
9	\$44,232	\$1,769	\$2,212	\$2,654	\$3,096	\$3,539	\$3,981	\$4,423	\$4,866	\$5,308	\$5,750	\$6,192	\$6,635	\$9,289
10	\$45,569	\$1,823	\$2,278	\$2,734	\$3,190	\$3,645	\$4,101	\$4,557	\$5,013	\$5,468	\$5,924	\$6,380	\$6,835	\$9,569
11	\$46,907	\$1,876	\$2,345	\$2,814	\$3,283	\$3,753	\$4,222	\$4,691	\$5,160	\$5,629	\$6,098	\$6,567	\$7,036	\$9,850

