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**FY 2007 BUDGET ADJUSTMENTS, FY 2008 SALARY POLICIES, AND
FY 2008 BUDGETS – SPECIAL SCHOOLS AND BOARD OFFICE**

Actions Requested: Consider approval of:

1. FY 2007 budgets for two new special purpose units at UNI resulting from FY 2007 appropriations approved during the 2007 legislative session as presented in Attachment C on page 13.
2. FY 2007 budget ceiling adjustment of \$2,375,000 in the general operating budgets for the University of Iowa as presented in Attachment A on page 6.
3. FY 2008 salary policies for the Regent institutions and Board Office effective July 1, 2007, as provided in the executive summary and the attachments.
4. FY 2008 operating and restricted fund budgets for the Iowa School for the Deaf and the Iowa Braille and Sight Saving School as shown in Attachments D and E beginning on page 15.
5. FY 2008 operating budget for the Board Office as shown in Attachment F on page 24.
6. First and final reading of proposed new Board policy in Chapter 7 Business Procedures on budgets to implement new state law allowing retention of student fees and charges as described on page 3.

Executive Summary:

Consistent with the Board's strategic plan to demonstrate public accountability and effective stewardship of resources, all institutional budgets are approved annually by the Board.

This memorandum incorporates numerous aspects of budgets for the Regent enterprise. Each institution has a separate attachment which includes specific budget and salary policy information.

FY 2007 for Board action:

- New special purpose operating budgets of \$330,000 for Biomass Production and \$160,000 for Real Estate Education at the University of Northern Iowa (Attachment C)
- Budget increase totaling \$2,375,000 in three appropriated units at the University of Iowa reflecting additional revenues and related expenditures (Attachment A)

FY 2008 for Board action:

- Institutional and Board Office salary policies
- General operating and restricted fund budgets for the special schools
- General operating budget for the Board Office

Due to the timing of the distribution of salary funding data, only updates related to the University budgets are provided in this document. The Universities' FY 2008 budgets for general operating, athletic systems, residence systems, and restricted funds are now scheduled to be submitted for Board approval at the August 1-2, 2007, meeting.

Preliminary budget information for the Lakeside Lab Regents Resource Center and Regional Study Centers is also included. The final operating budgets are scheduled to be presented to the Board at the August meeting.

FY 2008 Salary Policies

The proposed institutional and Board Office salary policies for FY 2008 are included in the attachments for each entity. Regent merit system salary information is included in the executive summary and not in the attachments since all institutions are affected by the one policy.

The collective bargaining agreement between AFSCME and the State of Iowa provides bargaining unit merit staff with a general hourly wage increase of three percent (3%) on July 1, 2007. For FY 2008 the anticipated annual work hours increase from 2080 to 2088. The merit pay ranges will increase three percent (3%) at both the minimum and maximum rates. Merit staff members will continue to receive a step increase of four and one half percent (4.5%) at their next scheduled merit increase date, until such time that they reach the maximum of their pay scale.

The pay policy and matrix changes for non-organized staff in the Regent Merit System will mirror those given to AFSCME covered merit staff. The institutions estimate that the average increases for AFSCME and non-organized employees in FY 2008 will be as follows: SUI – 5.47%, ISU – 5.04%, UNI – 5.0%, ISD – 5.13%; IBSSS – 4.82%. The detailed pay matrix is located on pages 4-5.

Universities - FY 2008 Budget Update

The Regent universities have two basic types of funds within the budgets:

- General operating funds include operational appropriations, federal funds, interest income, tuition and fee revenues, reimbursed indirect costs, and sales and services revenues. Some appropriations are designated for specific operating uses and cannot be used for other purposes.
- Restricted funds are specifically designated or restricted for a particular purpose or enterprise and include capital appropriations, tuition replacement, gifts, sponsored funding from federal and private sources, athletics, as well as other auxiliary or independent functions such as residence, parking, and utility systems.

The three key resource components providing general operating funds for higher education include state appropriations, tuition revenues, and university reallocations.

- The 2007 General Assembly approved new incremental general university operating appropriations and salary funding.
- The Board approved inflationary resident undergraduate tuition increases of 5.2% at the December 2006 meeting.
- As approved by the Board in May, the Universities are required to reallocate a minimum of 1% of the FY 2007 operating budgets. They plan to reallocate funds in excess of the requirement to fund key FY 2008 strategic initiatives and fund other unavoidable cost increases.

The FY 2008 restricted fund budgets will include capital appropriations for SUI's Institute for Biomedical Discovery, ISU's Renewable Fuels Building, and for UNI's MyEntreNet program approved by the 2007 General Assembly. In addition to the capital appropriations, the legislature authorized the issuance of bonds over numerous years of \$131.4 million of academic building revenue bonds for numerous on-going capital projects. The current tuition replacement appropriations totaling \$24.3 million is not expected to increase for the debt service resulting from the additional bonding authority. The Board will be asked to approve a bond issuance schedule for calendar year 2008 at the November meeting.

Special Schools – FY 2008 Budgets

The Board is asked to consider approval of the FY 2008 budgets for the Iowa School for the Deaf (ISD), and the Iowa Braille and Sight Saving School (IBS) as provided in Attachments D and E.

FY 2008 Special School Budgets			
	<u>General Operating</u>	<u>Restricted</u>	<u>Total</u>
ISD	\$ 10,273,139	\$ 1,381,817	\$ 11,654,956
IBS	\$ 7,402,563	\$ 1,058,605	\$ 8,461,168

Board Office – FY 2008 Operating Budget

The proposed FY 2008 Board Office operating budget of \$3.2 million is submitted for Board approval. Details are provided in Attachment F.

Lakeside Lab Regents Resource Center

The Iowa Lakeside Lab Regents Resource Center is a field station that supports the science programs, including education, research and outreach, of the Regent institutions and the Lakeside Consortium. The primary research focuses on the diverse ecosystems that surround Lakeside Lab, with special emphasis on studies that relate to water quality and the biodiversity of environments. The Lakeside Lab is primarily funded from allocations made by the three Regent universities.

Regional Study Centers

The regional study centers are publicly funded consortia of colleges and universities that offer undergraduate and graduate degree programs, graduate non-degree courses, and continuing professional education opportunities to area residents. The three regional study centers that serve Iowans include:

- Quad Cities Graduate Study Center in Rock Island serving the Quad Cities
- Southwest Iowa Regents Resource Center in Council Bluffs
- Tri-State Graduate Center in Sioux City

The State appropriates funds to the Board of Regents for distribution to the Regional Study Centers. The study centers have not received an appropriation increase for several years. This flat funding has restricted the centers' ability to market services effectively and upgrade computer equipment and software.

Regent Policy Revision

The 2007 General Assembly passed legislation contained in SF 588 authorizing the Regent universities "to retain student fees and charges it collects to further the institution's purposes as authorized by the Board." The Governor signed the legislation on May 29, 2007.

The Board is asked to consider approval of the following proposed new Regent policy as part of Chapter 7 Business Procedures on budgets as first and final reading:

7.03 A(5) Budgeting Guidance for Student Fees and Charges

As allowed by Iowa Code section 262.9 (18), Regent universities may utilize non-tuition components of the general university funds first. Accordingly, general university funds remaining at the close of a fiscal year are comprised solely of student fees and charges.

**Board of Regents, State of Iowa
Regent Merit System Pay Plan
Supervisory Pay Plan
July 1, 2007
(Based on 2,088 work hours in fiscal year)**

Grade	Pay Basis	Minimum	Maximum
1	Hourly	7.91	14.56
2	Hourly	8.70	15.21
3	Hourly	10.69	15.89
	Semi-Monthly	930.03	1,382.43
	Monthly	1,860.06	2,764.86
	Annual	22,320.72	33,178.32
4	Hourly	11.17	16.62
	Semi-Monthly	971.79	1,445.94
	Monthly	1,943.58	2,891.88
	Annual	23,322.96	34,702.56
5	Hourly	11.67	17.36
	Semi-Monthly	1,015.29	1,510.32
	Monthly	2,030.58	3,020.64
	Annual	24,366.96	36,247.68
6	Hourly	12.20	18.15
	Semi-Monthly	1,061.40	1,579.05
	Monthly	2,122.80	3,158.10
	Annual	25,473.60	37,897.20
7	Hourly	12.75	18.96
	Semi-Monthly	1,109.25	1,649.52
	Monthly	2,218.50	3,299.04
	Annual	26,622.00	39,588.48
8	Hourly	13.32	19.82
	Semi-Monthly	1,158.84	1,724.34
	Monthly	2,317.68	3,448.68
	Annual	27,812.16	41,384.16
9	Hourly	13.93	20.70
	Semi-Monthly	1,211.91	1,800.90
	Monthly	2,423.82	3,601.80
	Annual	29,085.84	43,221.60
10	Hourly	14.55	21.63
	Semi-Monthly	1,265.85	1,881.81
	Monthly	2,531.70	3,763.62
	Annual	30,380.40	45,163.44
11	Hourly	15.20	22.62
	Semi-Monthly	1,322.40	1,967.94
	Monthly	2,644.80	3,935.88
	Annual	31,737.60	47,230.56

**Board of Regents, State of Iowa
Regent Merit System Pay Plan
Supervisory Pay Plan
July 1, 2007
(Based on 2,088 work hours in fiscal year)**

Grade	Pay Basis	Minimum	Maximum
12	Hourly	15.89	23.62
	Semi-Monthly	1,382.43	2,054.94
	Monthly	2,764.86	4,109.88
	Annual	33,178.32	49,318.56
13	Hourly	16.60	24.68
	Semi-Monthly	1,444.20	2,147.16
	Monthly	2,888.40	4,294.32
	Annual	34,660.80	51,531.84
14	Hourly	17.36	25.80
	Semi-Monthly	1,510.32	2,244.60
	Monthly	3,020.64	4,489.20
	Annual	36,247.68	53,870.40
15	Hourly	18.14	26.96
	Semi-Monthly	1,578.18	2,345.52
	Monthly	3,156.36	4,691.04
	Annual	37,876.32	56,292.48
16	Hourly	18.95	28.16
	Semi-Monthly	1,648.65	2,449.92
	Monthly	3,297.30	4,899.84
	Annual	39,567.60	58,798.08
17	Hourly	19.81	29.45
	Semi-Monthly	1,723.47	2,562.15
	Monthly	3,446.94	5,124.30
	Annual	41,363.28	61,491.60
18	Hourly	20.69	30.77
	Semi-Monthly	1,800.03	2,676.99
	Monthly	3,600.06	5,353.98
	Annual	43,200.72	64,247.76

UNIVERSITY OF IOWA

SUI - FY 2007 Budget Ceiling Adjustment

Board policy requires Regent institutions receive Board approval for increases in general operating budget ceilings.

SUI is requesting an FY 2007 operating budget ceiling adjustment totaling \$2,375,000 affecting three appropriated units.

For its general university unit, SUI projects indirect cost recoveries to exceed the budget by \$2 million due to improvement in the timing of federal funds and the success in securing sponsored research in FY 2007. The University plans to utilize the additional revenue for salary and supply costs associated with the research and utilities.

SUI's Oakdale Campus total revenues are expected to exceed the budget by \$370,000 due to additional indirect cost recoveries from sponsored research and additional Technology Innovation Center rentals. The Oakdale Campus plans to utilize the revenue to fund increased utility costs and building renewal.

For the Family Practice Training Program, interest income is anticipated to be \$5,000 in excess of budget. The funds will be applied to supplies and services.

	General University			Oakdale Campus			Family Practice		
	Approved Budget	Proposed Changes	Amended Budget	Approved Budget	Proposed Changes	Amended Budget	Approved Budget	Proposed Changes	Amended Budget
APPROPRIATIONS									
General	\$230,843,903		\$230,843,903	\$2,657,335		\$2,657,335	\$2,075,948		\$2,075,948
Nonrecurring	3,712,500		3,712,500						
Other									
RESOURCES									
Federal Support									
Interest	1,180,597		1,180,597	2,000		2,000	10,000	5,000	15,000
Tuition and Fees	240,316,000		240,316,000						
Reimb. Indirect Costs	39,422,000	2,000,000	41,422,000	500,000	325,000	825,000			
Sales and Service			0						
Other Income	125,000	-	125,000	75,000	45,000	120,000	-	-	-
Subtotal - Inst. Income	281,043,597	2,000,000	283,043,597	577,000	370,000	947,000	10,000	5,000	15,000
TOTAL RESOURCE BUDGET	\$515,600,000	\$2,000,000	\$517,600,000	\$3,234,335	\$370,000	\$3,604,335	\$2,085,948	\$5,000	\$2,090,948
EXPENDITURES									
Fac. & Inst. Off. Salaries	\$221,733,000		\$221,733,000				\$1,660,758		\$1,660,758
Prof. & Sci. Staff Salaries	82,801,000	360,000	83,161,000	86,113		86,113	308,638		308,638
General Service Staff Sal.	75,006,000		75,006,000	1,543,583		1,543,583	85,927		85,927
Hourly Wages	3,048,000	-	3,048,000	-		-	8,861		8,861
Subtotal - Salaries	382,588,000	360,000	382,948,000	1,629,696		1,629,696	2,064,184		2,064,184
Supplies and Services	36,612,000	1,370,000	37,982,000	340,424		340,424	21,764	5,000	26,764
Library Acquisitions	12,584,000		12,584,000			0			
Rentals	1,500,000		1,500,000	20,000		20,000			
Utilities	25,340,000	270,000	25,610,000	1,228,015	245,000	1,473,015			
Bldg. Repairs	8,164,000		8,164,000		125,000	125,000			
Auditor of State Reimb.	500,000		500,000			0			
Equipment	6,503,000		6,503,000	16,200		16,200			
Aid to Individuals	41,809,000	-	41,809,000	-		-			
Subtotal - Other Expenses	133,012,000	1,640,000	134,652,000	1,604,639	370,000	1,974,639	21,764	5,000	26,764
TOTAL EXPENDITURES	\$515,600,000	\$2,000,000	\$517,600,000	\$3,234,335	\$370,000	\$3,604,335	\$2,085,948	\$5,000	\$2,090,948

SUI – FY 2008 Budget Update

SUI's allocation of the incremental state operating funds and for FY 2008 will be used, in part, to replace \$3.7 million in FY 2007 non-recurring appropriations. The state funding will be applied to costs associated with core salary/benefit increases and additional investment in faculty and students.

The Board approved tuition increases for FY 2008 of 5.2% for residents and 7.0% for nonresident undergraduates. Student application and acceptance data for fall FY 2007 indicate another large enrollment class. The interdependence of tuition revenue resulting from enrollment increases and demands for academic and student support services is fundamental to the University's budgeting process. A portion of the incremental tuition revenue will be used to offset one-time surcharge revenues received in FY 2007.

The University negotiated an on-campus indirect cost rate of 50.0% with the U.S. Department of Health and Human Services. The new rate becomes effective July 1, 2007, for all new awards and competitive renewals subsequent to that date and replaces the current rate of 47.5%. The new rate applies only to new awards and competitive renewals and will take approximately three to four years to realize its full revenue impact.

SUI plans to reallocate funds to improve the competitiveness of faculty salaries and cover unavoidable cost increases such as financial aid, utilities, security, and library acquisitions.

UIHC's FY 2008 appropriations include \$27.3 from the IowaCare Account with an additional \$10 million available as needed for the program. As presented to the Board at its May 2007 meeting, additional net revenues will be required in FY 2008 to support staffing levels appropriate for high-quality patient care. The Board approved a 6.0% rate increase effective July 1, 2007.

SUI - FY 2008 Salary Policies and Schedules

Achieving more competitive faculty salaries remains the University's top academic budget priority in FY 2008. The University's average salaries for full-time tenured and tenure-track faculty, in all departments except clinical medicine, fell to the bottom of the University's Regent-approved peer group as the result of budget difficulties encountered over the last decade. The FY 2008 budget will be the third year of a recovery plan supported by reallocations and tuition revenue and will include substantial support from state appropriations salary funding.

In FY 2008, the University plans again to use a split pay increase plan for faculty with an overall average allocation increase of 4.5% on July 1, 2007, and a further supplement of 2.0% on January 1, 2008.

The University's aspiration is that the FY 2008 salary policy for faculty, coupled with the FY 2006 and FY 2007 increases, will raise the average salary for full-time tenured and tenure-track faculty, in all departments except clinical medicine, to 6th place among the Regent-approved peer institutions. Actual progress will depend on both University of Iowa salary increases and increases for peer institution's faculty salaries.

Carver College of Medicine will continue to pursue the strategic goal of moving clinical faculty salaries to the median of the American Association of Medical Colleges. It currently is at the 40th percentile.

In all instances, the pay adjustments will be based upon performance, relative competitiveness by college and department, and collegiate revenue contribution metrics used by the Provost Office.

Funds equal to 4.5% of non-union P&S staff salaries plus fringe benefit costs will be allocated to General Education Fund supported budgetary units. The average salary increase policy for non-union P&S staff salaries for each college, vice president unit, and other major administrative units is between 4.5% and 6.0%, regardless of source of funds.

The salary policy for non-bargaining P&S staff is based on the revenue and reallocation assumptions above with an overall average budget allocation increase of 4.5% for this employee group to be distributed to individuals differentially on the basis of performance. Additionally, there is flexibility based

upon other funding sources and supplemental reallocation. This flexibility could help resolve comparable worth/pay equity concerns, compression problems, market adjustments or other special needs. The P&S matrix was increased by 2% on the minimums and by 4.5% on the maximums as shown in the schedule below.

Professional and Scientific Salary Schedule 2007-2008

Grade	Minimum	1st Quartile	Midpoint	Third Quartile	Maximum
1	\$21,259	\$26,289	\$31,318	\$36,348	\$41,377
2	\$22,996	\$28,443	\$33,891	\$39,338	\$44,785
3	\$24,875	\$30,769	\$36,663	\$42,557	\$48,451
4	\$26,921	\$33,299	\$39,677	\$46,055	\$52,433
5	\$29,133	\$36,102	\$43,072	\$50,041	\$57,010
6	\$31,526	\$39,061	\$46,596	\$54,131	\$61,666
7	\$34,100	\$42,179	\$50,259	\$58,338	\$66,417
8	\$36,886	\$45,628	\$54,371	\$63,113	\$71,855
9	\$39,910	\$49,368	\$58,825	\$68,283	\$77,740
10	\$43,174	\$53,409	\$63,645	\$73,880	\$84,115
11	\$46,718	\$57,790	\$68,861	\$79,933	\$91,004
12	\$50,554	\$62,532	\$74,509	\$86,487	\$98,464
13	\$54,674	\$67,638	\$80,601	\$93,565	\$106,528
14	\$59,164	\$73,189	\$87,213	\$101,238	\$115,262
15	\$64,008	\$79,182	\$94,356	\$109,530	\$124,704
16	\$69,242	\$85,667	\$102,092	\$118,517	\$134,942
17	\$74,925	\$92,687	\$110,449	\$128,210	\$145,972
18	\$81,072	***	***	***	OPEN

2% increase in Minimums

4.5% increase in Maximums

SUI – Tertiary Health Care Bargaining Unit – SEIU

Salary policies for the P&S staff included in the tertiary care unit (SEIU) were negotiated in the current collective bargaining agreement. The agreement contains the following salary provisions:

1. Bargaining unit employees employed on April 30, 2007, will receive a four and two tenths (4.2%) salary increase on the employee's base salary effective July 1, 2007.
2. Select classifications will also receive market based or equity adjustments in addition to the increase in base salary above on July 1, 2007:
 - Individuals in the Staff Nurse I classification and at the top of the current scale on June 30, 2007, will receive an additional two percent (2%).
 - Individuals in the Physical Therapist, Senior Physical Therapist, and Clinical Specialist PT will receive an additional \$2,000 (prorated for part time).
 - Individuals in Clinical Pharmacist, Radiation Therapist, Senior Radiation Therapist, Nuclear Medicine Technologist, Senior Nuclear Medicine Technologist, Dosimetrist I, Dosimetrist II, Imaging Technologist, Senior Imaging Technologist, Echographic Diagnostic Assistant, Clinical Psychologist, Clinical Laboratory Scientist I, and Clinical Laboratory Scientist II classifications will receive an additional one and eight tenths percent (1.8%).
 - Individuals in the Clinical Laboratory Scientist I and Clinical Laboratory Scientist II classifications will receive equity adjustments following an increase in the starting salaries for these classifications to \$35,500 and \$37,100 respectfully.
3. Effective July 1, 2007, the Staff Nurse I and Staff Nurse II classifications will be combined. Individuals currently in the Staff Nurse II classification will retain the \$500 already in their base salary to recognize their Bachelor in Nursing Degree. In addition, current Staff Nurses will receive additional salary added to base for the following degrees:

Non-Nursing BA/BS	\$500
BSN	\$500
MNHP	\$1,250
MSN, MBA, MPH	\$1,500

All amounts are prorated for part time status.
4. Staff members employed in the Staff Nurse classification in the Department of Nursing and assigned to units that require twenty-four (24) hour staffing on site, seven days a week, as well as those nurses assigned to the Main Operating Room and the Post Anesthesia Care Unit (PACU), will continue to receive an additional differential of \$1,000 per year, based upon a full time equivalent. Those staff employed less than full time will receive a prorated differential. Nurses that transfer out of the Department of Nursing units receiving the differential will have the amount removed from their base salary upon transfer.
5. Additional incremental changes were made targeted to provide additional compensation in specific circumstances, such as extended shifts, call back, float assignments and the Nursing Clinical Resource Unit (float pool).

SUI - Graduate Assistants – COGS

Salary policies negotiated for organized graduate students (COGS) are detailed below.

The minimum salaries for Graduate Assistants, both Teaching Assistants and Research Assistants under the collective bargaining agreement between the Board of Regents and UE Local 896/COGS will increase effective July 1, 2007, to become:

Academic Year (50% Appointment):	\$16,277
Fiscal Year (50% Appointment):	\$19,894

Returning bargaining unit employees will receive a minimum salary increase:

Academic Year (50% Appointment):	\$292
Fiscal Year (50% Appointment):	\$357

Appointments at a different percent time will receive no less than the prorated minimum salary rate.

Fiscal year appointments are effective July 1, 2007. Academic year appointments are effective with the start of the fall term, typically one week prior to the starting of classes or August 22, 2007. Summer Session Teaching Assistant appointments are based upon the prior academic year salary.

The minimum tuition scholarship provided to all bargaining unit graduate teaching and research assistants appointed for a total of 25% or more for the entire semester, academic year or fiscal year, will increase to \$1,962 for each semester (fall and spring), based upon full time enrollment (nine semester hours or more). The minimum tuition scholarship is prorated for a lesser number of credit hours enrolled.

IOWA STATE UNIVERSITY

ISU - FY 2008 Budget Update

ISU's allocation of the incremental state operating funds received for FY 2008 will be used, in part, to permanently fund expenses previously supported from one-time state funds, faculty salaries, and increased operating costs. State salary funding will be applied to compensation increases consistent with salary policy.

The Board approved undergraduate tuition increases for FY 2008 of 5.2% for residents and 3.4% for nonresidents. ISU is projecting stable enrollments for all student levels for FY 2008. Incremental tuition revenues will be used in part for financial aid, implementation of new undergraduate retention strategies, campus-wide security software, research, library acquisitions, and competitive salaries for professional and scientific staff. The incremental tuition revenue will also be used to offset one-time surcharge revenues received in FY 2007.

ISU projects a decline in indirect cost revenues and will partially be offset by increased interest income and administrative fee revenue from self-supporting units and auxiliary enterprises.

The University plans to reallocate funds to support costs associated with opening new buildings, utilities, and building repair.

ISU - FY 2008 Salary Policies and Schedules

Iowa State University will be distributing funds from the state salary appropriation to all general fund units equal to 3.0% of their continuing employee salary base to be used for faculty and P&S staff salary increases.

Iowa State University analyzes its faculty salaries, as well as those of its Board approved group of peer universities, each year using data from the American Association of University Professors and the Association of American Universities Data Exchange. Faculty salaries have been steadily falling below the mean at peer universities since FY 1998, the last year that ISU faculty salaries were at the peer mean. The most recent data for FY 2007 indicated further decline with ISU faculty salaries at 94% of the peer mean. Strong funding from state operating appropriations and the state's salary bill provide the opportunity to address that lack of competitiveness and strive to improve rankings among its peers.

For FY 2008, \$5 million of additional salary and benefit increase funds is committed for faculty in the University's most outstanding and highest priority academic areas that face the most significant challenges with faculty salary competitiveness, as well as for the University's most outstanding individual faculty members whose salaries are not competitive with the marketplace for faculty of their distinction.

The University will set aside a pool of \$1 million additional salary and benefit increase funds to address faculty salary competitiveness. These funds are to be used for the most outstanding and highest priority academic areas and units which face the most significant challenges with faculty salary competitiveness.

Salaries for some professional and scientific staff have also fallen below levels that are competitive in the marketplace. For FY 2008, \$1 million of additional salary and benefit increase funds is committed to addressing instances where the salaries of professional and scientific staff are not competitive with the market resulting in challenges recruiting and retaining staff in critical areas. The proposed P&S salary matrix (below) is increased by 2.5% at the minimum and maximum of each of the ten pay grades.

**IOWA STATE UNIVERSITY
PROFESSIONAL & SCIENTIFIC
2007 -- 2008 PAY MATRIX**

PAY GRADE	GRADE MINIMUM	FIRST THIRD	GRADE MIDPOINT	GRADE MAXIMUM
<u>HIRING RANGE</u>				
11	\$28,468	\$34,117	\$36,942	\$45,414
12	\$30,448	\$36,805	\$39,984	\$49,518
13	\$33,255	\$40,537	\$44,179	\$55,102
14	\$36,686	\$45,100	\$49,307	\$61,929
15	\$40,906	\$50,708	\$55,609	\$70,313
16	\$46,516	\$58,145	\$63,961	\$81,407
17	\$52,950	\$66,735	\$73,626	\$94,300
18	\$61,439	\$78,066	\$86,380	\$111,321
19	\$71,995	\$92,219	\$102,333	\$132,673
20	\$85,946			

UNIVERSITY OF NORTHERN IOWA

UNI – New FY 2007 Special Purpose Budgets

The 2007 General Assembly approved two new special purpose operating appropriations at UNI for FY 2007. The new Biomass Production and Real Estate Education FY 2007 appropriations contain language that allow funds to be expended during FY 2008. Since the appropriations were designated for FY 2007, proposed FY 2007 general fund operating budgets for the new appropriated units are provided below. The following table also contains the previously approved FY 2007 operating budgets at UNI.

UNIVERSITY OF NORTHERN IOWA
FY 2007 GENERAL FUND OPERATING BUDGETS

	BOARD APPROVED BUDGETS				NEW BUDGETS		Total Proposed General Fund Oper Budget
	General University	Institute for Decision Making	Recycling & Reuse Center	Metal Casting	Biomass Production	Real Estate Education	
APPROPRIATIONS							
General	\$82,701,063	\$292,645	\$211,858	\$68,646	\$330,000	\$160,000	\$83,764,212
Nonrecurring	1,687,500						1,687,500
RESOURCES							
Interest	550,000						550,000
Tuition and Fees	62,444,000						62,444,000
Reimb. Indirect Costs	2,150,000						2,150,000
Sales and Service	595,000						595,000
Other Income	-	-	-	-	-	-	-
Subtotal - Inst. Income	65,739,000	0	0	0	0	0	65,739,000
TOTAL RESOURCE BUDGET	\$150,127,563	\$292,645	\$211,858	\$68,646	\$330,000	\$160,000	\$151,190,712
EXPENDITURES							
Fac. & Inst. Off. Salaries	\$66,490,214		\$42,233		\$125,000	\$151,250	\$66,808,697
Prof. & Sci. Staff Salaries	26,803,713	233,129	110,114	39,531			27,186,487
General Service Staff Sal.	23,175,310	51,279		29,115			23,255,704
Hourly Wages	1,770,273	-	3,000	-	10,000	-	1,783,273
Subtotal - Salaries	118,239,510	284,408	155,347	68,646	135,000	151,250	119,034,161
Supplies and Services	10,886,681	8,237	56,511		195,000	8,750	11,155,179
Library Acquisitions	2,021,423						2,021,423
Rentals	890,000						890,000
Utilities	4,826,872						4,826,872
Bldg. Repairs	1,162,500						1,162,500
Auditor of State Reimb.	250,000						250,000
Equipment	566,965						566,965
Aid to Individuals	11,283,612	-	-	-	-	-	11,283,612
Subtotal - Other Expenses	31,888,053	8,237	56,511	0	195,000	8,750	32,156,551
TOTAL EXPENDITURES	\$150,127,563	\$292,645	\$211,858	\$68,646	\$330,000	\$160,000	\$151,190,712

UNI – FY 2008 Budget Update

Incremental state operating and salary funds allocated to UNI for FY 2008 will be used to fund the University's strategic initiative of hiring additional faculty, mandatory salary/benefit increases resulting from the bargaining agreements, and replace a portion of the one-time funding received in FY 2007 used to support recurring expenses.

Undergraduate tuition increases for FY 2008 of 5.2% for residents and 3.4% for nonresidents were approved by the Board. UNI's fall 2007 enrollment projection reflects a decline of 109 students when compared to the actual fall 2006 enrollment. The projected enrollment decline coupled with the tuition increase is not expected to generate incremental revenue sufficient to exceed the one-time surcharge revenue received in FY 2007.

Indirect cost revenues are projected to decline in FY 2008 due to the elimination of several federal FY 2007 appropriations whose indirect costs would have been received in FY 2008. The indirect cost revenue reductions will be somewhat offset due to the projected increase in interest income.

UNI plans to reallocate funds to create new faculty lines in high demand areas, provide funding for interim department head salaries, and to support new strategic initiatives.

UNI – FY 2008 Salary Policies and Schedules

Salary increases for professional and scientific staff typically follow the increase bargained by United Faculty which is a 3% on July 1, 2007. The proposed P&S matrix has been increased 1% at the minimum of each of the eight pay grades and 4% at the maximum as provided in the table below.

University of Northern Iowa
P&S SALARY MATRIX
FY 2008

<u>PAY</u> <u>GRADE</u>	<u>MINIMUM</u>	<u>FIRST</u> <u>QUARTILE</u>	<u>MIDPOINT</u>	<u>THIRD</u> <u>QUARTILE</u>	<u>MAXIMUM</u>
I	\$23,640.00	\$30,380.00	\$37,110.00	\$43,850.00	\$50,580.00
II	\$27,070.00	\$34,880.00	\$42,700.00	\$50,510.00	\$58,320.00
III	\$31,150.00	\$40,370.00	\$49,590.00	\$58,820.00	\$68,040.00
IV	\$36,130.00	\$47,510.00	\$58,890.00	\$70,270.00	\$81,650.00
V	\$42,270.00	\$55,940.00	\$69,600.00	\$83,270.00	\$96,930.00
VI	\$50,840.00	\$67,140.00	\$83,430.00	\$99,720.00	\$116,010.00
VII	\$60,290.00	\$80,310.00	\$100,320.00	\$120,340.00	\$140,360.00
VIII	\$72,060.00	\$96,850.00	\$121,640.00	\$146,430.00	open

IOWA SCHOOL FOR THE DEAF

ISD - FY 2008 General Operating Budget

The mission of the Iowa School for the Deaf (ISD) is to enable deaf and hard of hearing children to attain personal excellence by providing comprehensive appropriate educational programs and services to prepare them for community participation as productive adult citizens. The mission is served by accomplishing four strategic goals:

- | | |
|-------------------------------------|----------------|
| • Quality Faculty and Staff | \$ 8,597,590 |
| • High-Quality Transition Services | 320,522 |
| • Develop Outreach Services | 1,034,505 |
| • Demonstrate Effective Stewardship | <u>320,522</u> |
| | \$ 10,273,139 |

The major change in the budget from FY 2007 comes from a legislative appropriation increase similar to the K-12 allowable growth and salary funding. The state funding increase will be applied to salaries and benefits, increases in workers compensation premiums, and utility cost increases.

ISD plans to reallocate \$130,810 from regular education to special needs services, technology instruction, and the extended school year program.

The following educational programs are included in the FY 2008 operating budget:

- On-Campus – The primary educational program provides academic and vocational programming for 114 deaf and hard of hearing children from early childhood through high school.
- Off-Campus – Off-campus programs include indirect instruction from itinerant resource teachers to ensure that 70 students are succeeding in their educational programs.
- Reverse Mainstream – The program permits non-disabled peers to receive classroom instruction with deaf and hard of hearing students on the ISD campus and will serve more than 15 students and families during FY 2008.
- Parent/Infant – ISD estimates 15 families will receive year-round educational services from the parent/infant program.

ISD General Operating Fund				
	Actual FY 2006	Final Budget FY 2007	Proposed Budget FY 2008	% Change from FY 2007
REVENUES				
General Appropriations	\$8,810,471	\$9,162,890	\$9,689,607	5.7%
Other (DOE Funds)	170,800	169,342	169,342	0.0%
Federal Support	47,033	54,000	54,000	0.0%
Interest	30,482	25,000	25,000	0.0%
Sales and Services	309,476	323,274	323,274	0.0%
Other Income (Princ. Demutualization)	11,916	11,916	11,916	0.0%
TOTAL REVENUES	\$9,380,178	\$9,746,422	\$10,273,139	5.4%
EXPENDITURES				
Salaries	\$7,401,483	\$7,845,847	\$8,326,603	6.1%
Prof. & Scien. Supplies	1,143,883	1,102,341	1,115,901	1.2%
Library Acquisition	8,312	8,226	8,226	0.0%
Rentals				
Utilities	370,130	381,619	395,520	3.6%
Bldg. Repairs	338,551	296,193	296,193	0.0%
Aud. of State Reimburse	33,953	40,000	40,000	0.0%
Equipment	83,866	72,196	90,696	25.6%
TOTAL EXPENDITURES	\$9,380,178	\$9,746,422	\$10,273,139	5.4%

ISD - FY 2008 Restricted Budget

The FY 2008 restricted fund budget of \$1,381,817 represents a net increase of \$446,719 from the FY 2007 budget resulting from:

- increases of \$500,000 in capital funding and \$3,716 in Iowa grants
- decreases of \$54,997 in Nebraska tuition funding and \$2,000 in parent/infant funds

Revenue generated from students attending ISD from Nebraska will again be treated as restricted and will be segregated from ISD's general fund appropriation. The FY 2008 budget anticipates 12 students attending from Nebraska, a decrease of two students from the FY 2007 budget.

The utilization of these restricted funds ties directly to the following strategic areas:

- quality faculty and staff \$ 870,545
- availability and access to technology 165,818
- technology purchases and utilization in the educational program 165,818
- staff hiring and focus on Individual Education Program outcomes 13,818
- student enrichment activities 152,000
- staff development opportunities 13,818
- \$1,381,817**

ISD Restricted Fund				
	Actual FY 2006	Final Budget FY 2007	Proposed Budget FY 2008	% Change from FY 2007
REVENUES				
Capital Appropriations	\$635,469	\$0	\$500,000	
Federal Support	165,685	139,007	142,723	2.7%
Interest	39,242	30,000	30,000	0.0%
Sales and Services (Neb. Revenue)	914,323	761,091	706,094	-7.2%
Other Income	<u>31,058</u>	<u>5,000</u>	<u>3,000</u>	-40.0%
TOTAL REVENUES	\$1,785,777	\$935,098	\$1,381,817	47.8%
EXPENDITURES				
Salaries	\$523,397	\$589,490	\$631,665	7.2%
Professional & Scientific Supplies	229,500	193,407	150,951	-22.0%
Library Acquisition	-	2,600	2,600	0.0%
Utilities	-	30,000	30,000	0.0%
Building Repairs	615,277	100,000	550,000	450.0%
Auditor of State Reimbursement	-	1,000	1,000	0.0%
Equipment	<u>383</u>	<u>18,601</u>	<u>15,601</u>	-16.1%
TOTAL EXPENDITURES	\$1,368,557	\$935,098	\$1,381,817	47.8%

ISD – FY 2008 Pay Policies and Schedules

ISD proposes to increase the faculty salary matrix by 3% as provided on the following page. Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications. Eligible faculty will receive a one step increase on the matrix and will also be provided increases for attainment of additional education. ISD will provide an increase of \$3,800 to faculty members similar to quality initiatives in K-12 schools provided by legislation that is not built into the faculty pay matrix. With the increase of \$3,800, the overall average percentage increase for faculty is expected to be 11.29%.

**IOWA SCHOOL FOR THE DEAF
FY 2008 FACULTY SALARY MATRIX**

TRACK	I	II	III	IV	V	VI	VII
DEGREE	BA	BA+15	BA+30	MA	MA+15	MA+30	ED SPEC
Beginning	\$33,382	\$35,051	\$36,720	\$40,058	\$41,728	\$43,397	\$45,066
-	-	-	-	-	-	-	-
Step 1	\$34,050	\$35,752	\$37,456	\$40,860	\$42,562	\$44,265	\$45,968
-	-	-	-	-	-	-	-
Step 2	\$34,731	\$36,467	\$38,205	\$41,678	\$43,414	\$45,151	\$46,887
-	-	-	-	-	-	-	-
Step 3	\$35,425	\$37,197	\$38,969	\$42,511	\$44,282	\$46,054	\$47,824
-	-	-	-	-	-	-	-
Step 4	\$36,134	\$37,940	\$39,747	\$43,361	\$45,167	\$46,975	\$48,782
-	-	-	-	-	-	-	-
Step 5	\$36,857	\$38,699	\$40,543	\$44,229	\$46,071	\$47,913	\$49,756
-	-	-	-	-	-	-	-
Step 6	\$37,595	\$39,474	\$41,354	\$45,113	\$46,993	\$48,873	\$50,752
-	-	-	-	-	-	-	-
Step 7	\$38,345	\$40,263	\$42,181	\$46,015	\$47,932	\$49,849	\$51,767
-	-	-	-	-	-	-	-
Step 8	\$39,112	\$41,068	\$43,024	\$46,935	\$48,890	\$50,846	\$52,802
-	-	-	-	-	-	-	-
Step 9		\$41,890	\$43,884	\$47,875	\$49,868	\$51,863	\$53,859
-	-	-	-	-	-	-	-
Step 10		\$42,728	\$44,763	\$48,832	\$50,867	\$52,901	\$54,936
-	-	-	-	-	-	-	-
Step 11		\$43,582	\$45,657	\$49,809	\$51,884	\$53,959	\$56,034
-	-	-	-	-	-	-	-
Step 12			\$46,570	\$50,805	\$52,922	\$55,039	\$57,155
-	-	-	-	-	-	-	-
Step 13			\$47,503	\$51,821	\$53,979	\$56,139	\$58,297
-	-	-	-	-	-	-	-
Step 14			\$48,453	\$52,857	\$55,060	\$57,262	\$59,463
-	-	-	-	-	-	-	-
Step 15				\$53,914	\$56,160	\$58,406	\$60,653
-	-	-	-	-	-	-	-
Step 16				\$54,992	\$57,283	\$59,574	\$61,867
-	-	-	-	-	-	-	-
Step 17					\$58,429	\$60,766	\$63,103
-	-	-	-	-	-	-	-
Step 18					\$59,598	\$61,982	\$64,366
-	-	-	-	-	-	-	-
Step 19						\$63,222	\$65,652
-	-	-	-	-	-	-	-
Step 20						\$64,485	\$66,966

Plus Certifications:

Prov. CED-ISD	\$750
Perm. CED-ISD	\$1,500
ACVREP-IBSSS	\$900
Other Certifications	\$600 to \$1,200

Sign Language Certification:

Intermediate Plus	\$200
Advanced	\$400
Advanced Plus	\$600
Superior	\$800
Superior Plus	\$1,000

For individuals with an appropriate Ph.D., the Superintendent has authority to pay 10% above the person's relative position on the Ed. Spec. track.

The proposed extra curricular pay schedule as shown below is unchanged from FY 2007.

ISD – FY 2008 Supplemental Pay

HEAD COACH

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
BASKETBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
VOLLEYBALL	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
TRACK	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
WRESTLING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010
CHEERLEADING	2651	2731	2813	2897	2984	3074	3165	3261	3359	3459	3563	3670	3780	3893	4010

ASSISTANT HIGH SCHOOL/JUNIOR HIGH SCHOOL

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
FOOTBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
BASKETBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
VOLLEYBALL	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
TRACK	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129
WRESTLING	2068	2130	2194	2260	2328	2398	2470	2544	2620	2699	2780	2863	2949	3037	3129

EXTRACURRICULAR

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
SENIORS	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240	1240
JUNIORS	931	931	931	931	931	931	931	931	931	931	931	931	931	931	931
CONCESSIONS	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
YEARBOOK	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408
OTHER	931	959	988	1018	1049	1080	1112	1145	1179	1214	1250	1288	1327	1367	1408

ISD and IBSSS share a single P&S salary matrix. The proposed ISD professional and scientific salary schedule shown below is increased by 6% at the minimum and maximum for each of the six pay grades. Professional and Scientific staff members are eligible for sign language proficiency merit pay at ISD. The P&S pay matrix has lagged behind comparable pay scales (faculty and merit) and the schools believe the adjustment is necessary.

The average P&S increase at ISD is expected to be 4.75%.

IOWA SCHOOL FOR THE DEAF
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE
2007-08

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$30,156	\$36,675	\$43,193	43.23%
2	\$32,425	\$39,924	\$47,422	46.25%
3	\$36,612	\$45,107	\$53,602	46.40%
4	\$40,517	\$50,967	\$61,418	51.59%
5	\$44,693	\$56,630	\$68,567	53.42%
6	\$49,908	\$63,931	\$77,955	56.20%

SALARY GRADE ASSIGNMENTS

- 3 Accountant
Communications Specialist
Recreation Utilization Coordinator
Registered Nurse I
Residential Counselor
Sign Language Communications Program Coordinator
- 4 Administrative Assistant
Social Worker
- 5 Director of Development
Director of Human Resources
Information Technology Specialist
Outreach Coordinator
Registered Nurse, Head
Residence Dean

IOWA SCHOOL FOR THE DEAF

Additional Action Requested: Consider approval of a budget ceiling adjustment of \$25,000 for FY 2007 in the general operating budget for the Iowa School for the Deaf.

Executive Summary:

Board policy requires Regent institutions receive Board approval for increases in general operating budget ceilings.

ISD is requesting an operating budget ceiling adjustment of \$25,000 for FY 2007 resulting from increased sales and services revenue from recently scheduled "Leadership Academies" occurring in late June. The increased revenue will be used to meet deferred maintenance costs.

The proposed revised budget is provided below.

FY 2007 - ISD General Fund Operating Budget			
	Board Approved <u>Budget</u>	Budget Ceiling <u>Increase</u>	Final Approved <u>Budget</u>
REVENUES			
STATE APPROPRIATION			
General Fund	9,162,890	0	9,162,890
Other (DOE Funds)	169,342	0	169,342
OTHER REVENUES			
Federal Support	54,000	0	54,000
Interest	25,000	0	25,000
Tuition and Fees	0	0	0
Reimb. Indirect Costs	0	0	0
Sales and Services	323,274	25,000	348,274
Other Income (Princ. Demutualization)	<u>11,916</u>	<u>0</u>	<u>11,916</u>
TOTAL REVENUES	9,746,422	25,000	9,771,422
EXPENDITURES			
Salaries	7,845,847	0	7,845,847
Prof. & Scien. Supplies	1,102,341	0	1,102,341
Library Acquisition	8,226	0	8,226
Utilities	381,619	0	381,619
Bldg. Repairs	296,193	25,000	321,193
Aud. of State Reimburse	40,000	0	40,000
Equipment	72,196	0	72,196
Subtotal	<u>1,900,575</u>	<u>25,000</u>	<u>1,925,575</u>
TOTAL EXPENDITURES	9,746,422	25,000	9,771,422

IOWA BRAILLE AND SIGHT SAVING SCHOOL

IBS FY 2008 General Fund Operating Budget

The mission of the Iowa Braille and Sight Saving School (IBS) is to enable Iowa's students who are blind or visually impaired to function as independently as possible in all aspects of life by providing appropriate educational opportunities, resources, and support services. The mission is served by accomplishing four strategic goals:

- Improve quality of programs provided to students enhancing literacy \$3,819,125
 - Develop and maintain a process for the delivery of Early Childhood Services 376,476
 - Improve the literacy of children who are blind or visually impaired 1,167,683
 - Create and sustain opportunities through collaborative efforts 2,039,279
- \$7,402,563**

As a result of the recommendations and findings of the task force and coordinating council, the administration and staff of the Iowa Braille School are redesigning a coordinated statewide service delivery system.

Beginning in FY 2008, the salary and mileage billings for the Vision Itinerant Teachers and Certified Orientation and Mobility Specialists employed by the school and under contractual agreement with the AEAs/LEAs are being reported in the General Operating Fund. In previous years, these contract revenues and salary costs (\$1,477,564 in FY 2008) were reflected in the school's Restricted Fund. Reporting these services in the General Operating Fund is more reflective of the school's efforts to design a unified and coordinated, statewide system for delivering services to children in Iowa who are blind or visually impaired.

Other increases in the budget from FY 2007 are from a legislative appropriation increase similar to the K-12 allowable growth and salary funding. The state funding increase will be applied to increased costs associated with salaries and benefits, workers compensation premiums, Auditor of State reimbursements, and utility costs.

The school plans to reallocate \$527,646 in FY 2008 from the center-based educational program generated from early and voluntary retirements. The reallocated funds will support statewide academic support services, educator training, and other mandatory cost increases.

IBS General Operating Fund				
	Actual FY 2006	Final Budget FY 2007	Proposed Budget FY 2008	% Change from FY 2007
REVENUES				
General Appropriations	\$4,930,295	\$5,127,507	\$5,456,107	6.4%
Other (DOE Funds)	93,800	88,643	88,643	0.0%
Federal Support	251,033	344,527	334,696	-2.9%
Interest	19,356	20,000	24,000	20.0%
Reimb. Indirect Costs	100,259	39,626	39,626	0.0%
Sales and Services	87,267	65,406	1,440,806	2102.9%
Other Income (Princ. Demutualization)	<u>18,293</u>	<u>19,268</u>	<u>18,685</u>	-3.0%
TOTAL REVENUES	\$5,500,303	\$5,704,977	\$7,402,563	29.8%
EXPENDITURES				
Salaries	\$4,374,062	\$4,489,428	\$5,768,055	28.5%
Prof. & Scien. Supplies	708,308	822,415	1,228,089	49.3%
Library Acquisition	5,383	7,212	7,212	0.0%
Utilities	208,045	198,165	206,450	4.2%
Bldg. Repairs	136,088	110,257	110,257	0.0%
Aud. of State Reimburse	24,731	22,000	27,000	22.7%
Equipment	<u>43,686</u>	<u>55,500</u>	<u>55,500</u>	0.0%
TOTAL EXPENDITURES	\$5,500,303	\$5,704,977	\$7,402,563	29.8%

IBS FY 2008 Restricted Budget

The FY 2008 restricted fund budget of \$1,058,605 represents a decrease of \$864,483 from the FY 2007 budget, which includes:

- increases of \$500,000 in capital appropriations for building repair/fire safety and \$26,775 in other income from the endowment primarily for student scholarships
- decreases of \$1,348,040 in sales and service primarily attributable to shifting the AEA/LEA contractual services from the restricted budget to the general fund and \$43,218 in federal support

The market value of the school's unrestricted endowment fund at March 31, 2007 was \$3,465,493. Similar to prior years, IBS anticipates spending \$173,275 in unrestricted endowment funds in FY 2008 for on-going operating expenditures including therapeutic horseback riding, leisure activities, summer programs, building repair, and furniture. The unrestricted endowment monies of \$173,275 coupled with \$90,778 of endowment funds are included in the FY 2008 restricted budget and comprise the other income of \$264,053

IBS Restricted Fund				
	Actual FY 2006	Final Budget FY 2007	Proposed Budget FY 2008	% Change from FY 2007
REVENUES				
Capital Appropriations	\$450,000		\$500,000	na
Federal Support	307,519	\$314,270	271,052	-13.8%
Sales and Services	1,330,413	1,371,540	23,500	-98.3%
Other Income	<u>82,514</u>	<u>237,278</u>	<u>264,053</u>	11.3%
TOTAL REVENUES	\$2,170,446	\$1,923,088	\$1,058,605	-45.0%
EXPENDITURES				
Salaries	\$1,379,153	\$1,471,494	\$60,000	-95.9%
Professional & Scientific Supplies	272,259	370,354	417,365	12.7%
Library Acquisition	475	500	500	0.0%
Building Repairs	469,438	65,740	565,740	760.6%
Equipment	<u>49,121</u>	<u>15,000</u>	<u>15,000</u>	0.0%
TOTAL EXPENDITURES	\$2,170,446	\$1,923,088	\$1,058,605	-45.0%

IBS – FY 2008 Pay Policies and Schedules

The proposed faculty salary matrix shown on the following page increases the base salary by 3%, with no change to the step or track percentages. Eligible faculty will be provided one step on the salary matrix and will also be provided progression within the faculty matrix for increased levels of education. Academy for Certification of Vision, Rehabilitation, and Education Professionals (ACVREP) Certification stipends will remain at \$900. In addition to the matrix increase, IBS will provide an increase of \$3,800 to faculty members similar to quality initiatives in K-12 schools provided by legislation that is not built into the faculty pay matrix. The anticipated overall average percentage increase for all faculty is 12.27%.

Iowa Braille and Sight Saving School
Faculty Salary Matrix
2007-08

Track Degree	I BA	II BA+15	III BA+30	IV MA	V MA+15	VI MA+30	VII ED SPEC
Beginning	32,981	34,630	36,279	39,577	41,226	42,875	44,524
Step 1	33,640	35,322	37,004	40,368	42,050	43,732	45,414
Step 2	34,313	36,029	37,744	41,176	42,891	44,607	46,323
Step 3	34,999	36,749	38,499	41,999	43,749	45,499	47,249
Step 4	35,699	37,484	39,269	42,839	44,624	46,409	48,194
Step 5	36,413	38,234	40,055	43,696	45,517	47,337	49,158
Step 6	37,142	38,999	40,856	44,570	46,427	48,284	50,141
Step 7	37,884	39,779	41,673	45,461	47,355	49,250	51,144
Step 8	38,642	40,574	42,506	46,370	48,303	50,235	52,167
Step 9		41,386	43,356	47,298	49,269	51,239	53,210
Step 10		42,213	44,223	48,244	50,254	52,264	54,274
Step 11		43,058	45,108	49,209	51,259	53,309	55,360
Step 12			46,010	50,193	52,284	54,376	56,467
Step 13			46,930	51,197	53,330	55,463	57,596
Step 14			47,869	52,221	54,397	56,572	58,748
Step 15				53,265	55,484	57,704	59,923
Step 16				54,330	56,594	58,858	61,122
Step 17					57,726	60,035	62,344
Step 18					58,881	61,236	63,591
Step 19						62,460	64,863
Step 20						63,710	66,160

PLUS Certifications:
ACVREP \$900

For individuals with an appropriate PH. D., the Superintendent has the authority to pay 10% above the person's relative position on the Ed. Spec. track.

ISD and IBS share a single P&S salary matrix. The proposed matrix is increased by 6% at the minimum and maximum of each of the six pay grades. The P&S pay matrix has lagged behind comparable pay scales (faculty and merit) and the schools felt it was time to make the adjustment. The average P&S increase at IBS is anticipated to be 4.5%.

IOWA BRAILLE AND SIGHT SAVING SCHOOL
PROFESSIONAL AND SCIENTIFIC SALARY SCHEDULE
2007-08

Salary Grade	Minimum	Midpoint	Maximum	Spread
1	\$30,156	\$36,675	\$43,193	43.23%
2	\$32,425	\$39,924	\$47,422	46.25%
3	\$36,612	\$45,107	\$53,602	46.40%
4	\$40,517	\$50,967	\$61,418	51.59%
5	\$44,693	\$56,630	\$68,567	53.42%
6	\$49,908	\$63,931	\$77,955	56.20%

SALARY GRADE ASSIGNMENTS

3	Residential Programmer
4	Facilities Manager Human Resources Specialist Residential Services Specialist
5	Family Services Specialist Information Technology Specialist Registered Nurse, Head Residence Dean

The addition of a Goalball Coach is the only proposed change to the extra-curricular pay schedule when compared to FY 2007.

**Iowa Braille School
Faculty Extracurricular Pay Schedule
2007 -- 08 School Year**

Faculty ECA Positions	Stipend
Track Coach	\$3,000.00
Wrestling Coach	\$3,000.00
Cheerleading Coach	\$3,000.00
Swimming Coach	\$3,000.00
Forensics Coach	\$3,000.00
Goalball Coach	\$3,000.00
Special Olympics Cheerleading Coach	\$ 600.00
Special Olympics Track and Field Coach	\$ 300.00*
Senior Class Sponsor (Graduation/Senior Trip)	\$ 600.00
Chaperone	\$ 200.00/night

*If the Special Olympics Track & Field Team has qualifiers for the state meet, the Coach will receive an additional \$300.00 for coaching during the practice sessions and for participation in the state meet.

BOARD OFFICE

FY 2008 Operating Budget

The total FY 2008 operating budget of the Board Office represents a 3.1% increase when compared to the FY 2007 budget. The entire increase results from the allocation of state salary funding for FY 2008.

Approximately 75% of the Board Office's proposed FY 2008 budget is comprised of personnel costs reflecting the service nature of the Board Office. The next largest expenditure line item (12%) is Special Services, which is comprised mostly of costs associated with the Attorney General's billing for services to the Regent enterprise.

Board Office FY 2008 Operating Fund				
	Actual FY 2006	Final Budget FY 2007	Proposed Budget FY 2008	% Change from FY 2007
Revenues				
State Appropriations	\$1,167,137	\$1,167,137	\$1,263,378	8.25%
Institutional Reimbursements	1,685,151	1,930,049	1,930,049	0.00%
Non-institutional	6,649	3,500	3,500	0.00%
Principal Demutualization	<u>2,529</u>	<u>2,000</u>	<u>2,500</u>	25.00%
TOTAL REVENUE	\$2,861,466	\$3,102,686	\$3,199,427	3.12%
Expenditures				
Personnel and Board per diem	\$2,111,742	\$2,293,000	\$2,391,355	4.29%
Travel	90,619	97,000	97,000	0.00%
Office Supplies & Printing	26,770	27,000	27,000	0.00%
Dues	20,164	20,000	20,000	0.00%
Advertising	1,759	2,000	2,000	0.00%
Communications	43,359	50,500	50,500	0.00%
Outside Services & Repairs	89,367	22,650	22,650	0.00%
State Audit	12,039	14,000	14,000	0.00%
Workers Comp	5,004	5,004	5,140	2.72%
Data Processing	36,177	28,500	29,000	1.75%
Office Equipment & Furnishings	34,182	10,000	10,000	0.00%
Office Space	109,289	118,032	118,032	0.00%
Educational/Training Expense	6,472	15,000	15,000	0.00%
Board Meeting Cost Reimb	11,472	15,000	12,750	-15.00%
Special Services	<u>263,046</u>	<u>385,000</u>	<u>385,000</u>	0.00%
TOTAL EXPENDITURES	\$2,861,461	\$3,102,686	\$3,199,427	3.12%

FY 2008 Pay Policies and Schedules

Salary increases for Board Office employees will be based on performance and with some market adjustments will average approximately 4.9%. The proposed pay matrix shown below has been held constant at the minimum of each pay grade and increased 4.5% at the maximum.

**Board Office P&S Salary Schedule
Proposed FY 2008**

Salary Grade	Minimum	Midpoint	Maximum
1	\$30,449	\$36,597	\$49,398
2	\$35,930	\$43,185	\$58,290
3	\$42,396	\$50,957	\$68,783
4	\$50,028	\$60,130	\$81,163
5	\$59,032	\$70,953	\$95,772
6	\$69,659	\$83,725	\$113,011
7	\$82,197	\$98,795	\$133,354
8	\$96,992	\$116,578	\$157,357
9	\$114,451		*

Assignment of Classifications to Pay Grades

- 2 Senior Administrative Assistant
- 3 Executive Assistant
Student Relations Officer
Technical Specialist**
- 4 Policy and Operations Analyst**
- 5 Regent Associate Counsel**
- 6 Policy and Operations Officer**
- 7 Chief Business Officer
Regent General Counsel
- 8 Deputy Executive Director
- 9 Executive Director and Chief Public Affairs Officer

*Maximum set by legislation (FY 2008 maximum set in SF 601 is \$149,802)

University of Iowa P&S Positions Detailed to the Board Office

Position	Salary Range
Policy and Operations Officer **	\$59,164 - \$115,262
Policy and Operations Analyst **	\$43,174 - \$84,115
Regent Associate Counsel	\$43,174 - \$84,115
Technical Specialist **	\$36,886 - \$71,855
** in both the Board Office System and SUI system Director, Internal Audit	\$64,008 - \$124,704
Other positions	
State Relations Officer	SUI Grade 17 \$74,925 - \$145,972 ISU Grade 17 \$52,950 - \$94,300 UNI Grade 6 \$50,840 - \$116,010