

DMEA TEMPO

Salaries / Benefits for 2001-2002

The salary and benefits for teachers have been determined for 2001-02 using the formula negotiated and ratified last year as part of a 3-year agreement. **Here are the highlights:**

- Basic medical coverage has been retained and fully paid by the employer.
- There will be a change in co-pays for prescription coverage.
- \$745 will be added to the BA Base
- Longevity will be increased.
- This adds 4.5% to the salary schedule and totals a 6% increase with insurance increase added.
- All supplemental salaries will increase by 3% as they are tied to the BA base.
- The hourly rate will increase from \$21.97 to \$22.64.

The formula uses the growth rate allowed school districts by the Iowa legislature adjusted for enrollment. Des Moines' growth is 4.24% for 2001-02. We then add all turnover savings that the district realized by replacing veterans who retire or resign. The DMEA then distributes that amount between the salary schedule and benefits.

We surveyed all DMEA members in January to get guidance. When asked which is the top priority between salary and health insurance, close to 2/3's said health insurance is the top priority. The increased cost per employee will be \$830 or about 16%.

Wellmark raised prescription insurance by 40%. That is reflective of our group's usage and skyrocketing prices. Effective July 1, 2001 we will see a change in prescription co-pays. We currently pay \$8.00 for generic drugs. That will be lowered to \$5.00 to encourage generic usage when possible. Name brand co-pays will go from \$15.00 to \$25.00. This change dropped our 40% increase to about 25%.

Members who use prescription services and cannot get a generic equivalent may consider other options.

1. One of the 3 health plans has its own prescription plan. It is called the classic "D" and all generic and name brand drugs carry a \$4.00 co-pay. It has a narrow list of doctors but it may be worth checking. You can switch plans in May.
2. If you haven't signed up for the 125 plan, you can do so by contacting the district's insurance office at 242-8131. This plan allows you to have money deducted from your paycheck. You then use this fund to pay out-of-pocket medical expenses with pre-tax dollars. The saving can be significant.

**You will find the current salary schedule and the new one on the back.
There are no step number adjustments this year so if you are on 1 now, you go to 2 etc.**

Many thanks to the members of the DMEA bargaining team for their work on the 2001-02 salary and benefit distribution method.

The DMEA Bargaining Team for 2000-2001:

Cindy Roerig, Chair-Greenwood	Pat Papenheim, Hiatt	Paul Wallendal, Tech Services	Chris Miller, DMEA President
Sue Case-Card, Goodrell	Travis Jacobs, McKinley	Hance Throckmorton, McKinley	Jim VanTuyt, East

➡ **Briefly:**

- ◆ **The National Board Certification Process**
 - The National Board Certification process is being moved back from the current October/November time frame. We will alert you in another TEMPO when we get the final information.
- ◆ **George Fischer Scholarship Applications DUE**
 - Parent or guardian must be a current DMEA member.
 - Applicant must be a 2001 high school graduate.
 - Applicant must be accepted by a college or institution of his/her choice
 - Applicant must be willing to appear for a personal interview before the Scholarship Committee on April 17, 2001 at the convenience of the committee.
 - Applicant must file a personal letter of application and request letters of recommendation from two (2) former or current teachers of his/her choice, both to be mailed or hand delivered to the DMEA office on or before March 16, 2001.
 - A high school transcript, including grades and standardized test scores is required with the application.

2000-2001 Certificated Teachers Salary Schedule

Step		RN	RN + 30	SUCCESS	I	II	III	IV	V
99-00	00-01				Bachelor	Bachelor + 15	Master's	Master's + 15	Master's + 30
0		Generator Base \$20,376		Generator Base \$26,514	Generator Base \$24,550				
1									
2									
3	1	22,974	25,572	29,894	27,864	29,092	30,866	31,915	33,143
4	2	23,840	26,438	31,021	28,969	30,197	31,915	33,143	34,370
5	3	24,706	27,304	32,148	30,074	31,301	33,143	34,370	35,598
6	4	25,572	28,170	33,275	31,179	32,406	34,370	35,598	36,825
7	5	26,540	29,138	34,534	32,283	33,511	35,598	36,825	38,053
8	6	27,508	30,106	35,794	33,388	34,616	36,825	38,053	39,280
9	7	28,478	31,073	37,053	34,493	35,720	38,053	39,280	40,508
10	8		31,990		35,598	36,825	39,280	40,508	41,735
11	9				36,825	38,053	40,630	41,735	42,963
12	10				38,053	39,280	41,981	42,963	44,190
					#	#	#	#	#
13	11				39,280	40,508	43,331	44,313	45,418
14	12				40,508*	41,735*	44,681*	45,663*	46,645*
15	13						46,031	47,013	47,995
16	14								49,346

2001-2002 Certificated Teachers Salary Schedule

Step	RN	RN + 30	SUCCESS	I	II	III	IV	V
01-02				Bachelor	Bachelor + 15	Master's	Master's + 15	Master's + 30
	Generator Base \$20,995		Generator Base \$27,319	Generator Base \$25,295				
1	23,671	26,347	30,802	28,710	29,975	31,619	32,884	34,148
2	24,564	27,344	31,690	29,848	31,113	32,884	34,148	35,413
3	25,454	28,341	33,124	30,986	32,251	34,148	35,413	36,678
4	26,347	29,341	34,285	32,125	33,389	35,413	36,678	37,943
5	27,344	30,020	35,582	33,263	34,528	36,678	37,943	39,207
6	28,341	31,019	36,881	34,401	35,666	37,943	39,207	40,472
7	29,340	32,016	38,178	35,539	36,804	39,207	40,472	41,737
8		32,962		36,678	37,943	40,472	41,737	43,002
9				37,943	39,207	41,863	43,002	44,266
10				39,207	40,472	43,254	44,266	45,531
				#	#	#	#	#
11				40,472	41,737	44,646	45,657	46,796
12				41,737	43,002	46,037	47,049	48,061
13						47,428	48,440	49,452
14								50,843

Generator base - \$24,550 \$25,295

Minimum starting salary for employees - \$27,864 \$28,710

- Maximum starting salary for new employees Step 12 in 2000-01; Step 14 in 2001-02; Step 16 in 2002-03.
- # Training increment. Not eligible to advance except upon completion of 6 semester hours of approved work during preceding 5 years.
- Teachers with earned doctorate - \$1,000.00 additional
- RN + 60 approved hours - \$400.00 additional
- Non-degreed Nurses' generator base = 83% of teachers' generator base.
- Those employees who have been at the maximum of their salary column for more than one year shall receive additional salary computed on the % of the base as follows:

RN	3.50	4.00	(\$1,012)
RN + 30	4.00	4.50	(\$1,138)
BA	4.50	5.00	(\$1,265)
BA + 15	5.00	5.50	(\$1,391)
MA	5.50	6.00	(\$1,518)
MA + 15	6.00	6.50	(\$1,644)
MA + 30	6.50	7.00	(\$1,771)
- Those employees who have been at Step 20 of their salary column for more than one year shall receive additional salary at 1.75% of the base 2.00% (\$506)
- Non-certificated SUCCESS employees' generator base - 108% of teachers' generator base
- Signing Bonus = The Employer has the sole discretion to post positions identified as acute shortage areas and to provide a signing bonus of \$2,400. Receipt of the bonus will be contingent upon provision of satisfactory service with payment equally distributed over a three-year period, e.g. 78 bi-weekly payments.