

Due to several teachers retiring and others moving onto other careers, the Alcester-Hudson School district had twelve positions open this year. This is nearly half of our entire staff so we were very concerned about applicants and their experience.

The first position we filled was a K-12 music position. We knew this would be a difficult position to fill so we advertised very early in the spring. We had three people apply for the position and we were able to find a qualified candidate.

We had five openings in the elementary and again we advertised early in the spring. We got about thirty applicants and were able to fill all positions with qualified applicants. At this point in time, I was starting to question the teacher shortage. I soon became a believer as we advertised for high school and Jr. High teachers.

At the high school/Jr. High level we were in need of teachers for the following subjects; Science, English, Social Studies, Computers, Spanish, PE, Ag, and FACS. Soon after we began advertising the positions, I could tell this process was going to be much different. I kept asking the high school principal if we were getting applicants and the reply was not many. We had two applicant for the science positions and hired an individual that is currently living in California. We had five applicants for the English position; however, the first two people we offered contracts to turned us down because they had found other position. We had eight applicants for the Social Studies position and were able to hire a person for that position. We combined our PE and computers job at the elementary and Jr. High/high school. We had four candidates for these jobs and hired one teacher at both the elementary level and high school level.

Although we didn't have a great number of candidates, we were able to fill positions up to this point. That leaves us with Spanish, Ag, and FACS to fill. When we first advertised these jobs, we had zero applicants. We advertised again and got one applicant for the Spanish position. We are taking a chance on this candidate and hoping for the best. The only applicant I have received for the FACS position will not be graduating until December. I'm going to interview her and hope we can get her to start in January. This one really hurts me because we have had one of the best FCCLA programs in the state and now we don't even have a teacher. As for the Ag position, we had two applicants but only one was certified. We were able hire her only to have her resign in early July.

One of my biggest concerns now is keeping everyone else on staff until the start of the school year. As other schools in the area are still advertising positions, I am concerned with losing more staff before school starts. I didn't think I would see the day when a school in the south east part of the state would be unable to fill teaching positions.

Legislative Planning Committee	
Date	7-21-14
Doc ID	5
Page	1 of 3

Alcester - Hudson School District 61-1
2014-2015 Salary Schedule

Step**	BA/BS	BA/BS+18*	BA/BS+36*	MA/MS	MA/MS +18	Base		Extra Curricular Activities**				Step	BA/BS pay
						Activity / Step	%	1	2	3	4		
												1	31,000
1	31,000	31,600	32,200	33,200	33,850	Head BB	10.50%	3,255	3,302	3,350	3,397	2	31,450
2	31,450	32,050	32,650	33,650	34,300	Asst BB	7.00%	2,170	2,202	2,233	2,265	3	31,900
3	31,900	32,500	33,100	34,100	34,750	Head FB	9.50%	2,945	2,988	3,031	3,073	4	32,350
4	32,350	32,950	33,550	34,550	35,200	Asst FB	6.35%	1,969	1,997	2,026	2,054	5	32,800
5	32,800	33,400	34,000	35,000	35,650	Head Wrest	10.50%	3,255	3,302	3,350	3,397	6	33,250
6	33,250	33,850	34,450	35,450	36,100	Asst Wrest	7.00%	2,170	2,202	2,233	2,265	7	33,700
7	33,700	34,300	34,900	35,900	36,550	Head VB	10.50%	3,255	3,302	3,350	3,397	8	34,150
8	34,150	34,750	35,350	36,350	37,000	Asst VB	7.00%	2,170	2,202	2,233	2,265	9	34,600
9	34,600	35,200	35,800	36,800	37,450	Track	9.00%	2,790	2,831	2,871	2,912	10	35,050
10	35,050	35,650	36,250	37,250	37,900	Asst Track	5.50%	1,705	1,730	1,755	1,779	11	35,500
11	35,500	36,100	36,700	37,700	38,350	Golf	6.35%	1,969	1,997	2,026	2,054	12	35,950
12	35,950	36,550	37,150	38,150	38,800	CC	6.75%	2,093	2,123	2,153	2,184	13	36,400
13	36,400	37,000	37,600	38,600	39,250	Jr. Hi BB	4.30%	1,333	1,352	1,391	1,391	14	36,850
14	36,850	37,450	38,050	39,050	39,700	Jr. Hi FB	4.30%	1,333	1,352	1,372	1,391	15	37,300
15	37,300	37,900	38,500	39,500	40,150	Jr. Hi Track	3.50%	1,085	1,101	1,117	1,132		
16		38,350	38,950	39,950	40,600	Jr. Hi VB	4.30%	1,333	1,352	1,372	1,391		
17		38,800	39,400	40,400	41,050	Band	9.20%	2,852	2,893	2,935	2,976		
18		39,250	39,850	40,850	41,500	Vocal	3.50%	1,085	1,101	1,117	1,132		
19		39,700	40,300	41,300	41,950	Oral Interpretation	5.00%	1,550	1,573	1,595	1,618		
20		40,150	40,750	41,750	42,400	Head Play	3.50%	1,085	1,101	1,117	1,132		
21		40,600	41,200	42,200	42,850	Asst Play	2.50%	775	786	798	809		
22		41,050	41,650	42,650	43,300	Annual	5.50%	1,705	1,730	1,755	1,779		
23		41,500	42,100	43,100	43,750	EI. Music	1.50%	465	472	479	485		
24		41,950	42,550	43,550	44,200	Jr. Hi Vocal	1.50%	465	472	479	485		
25		42,400	43,000	44,000	44,650	Prom Cord**	3.10%	961	975	989	1,003		
26		42,850	43,450	44,450	45,100	FFA	6.00%	1,860	1,887	1,914	1,941		
27		43,300	43,900	44,900	45,550	FCCLA	6.00%	1,860	1,887	1,914	1,941		
28		43,750	44,350	45,350	46,000	Head Cheer	6.00%	1,860	1,887	1,914	1,941		
29		44,200	44,800	45,800	46,450	Homecoming	1.00%	310	315	319	324		
30		44,650	45,250	46,250	46,900	Natl Hr Society	0.75%	233	236	239	243		
31		45,100	45,700	46,700	47,350	Field Maint	1.45%	450	456	463	469		
32		45,550	46,150	47,150	47,800	Track Maint	0.75%	233	236	239	243		
33		46,000	46,600	47,600	48,250	Musical	3.50%	1,085	1,101	1,117	1,132		
34		46,450	47,050	48,050	48,700	Asst Musical	2.25%	698	708	718	728		
35		46,900	47,500	48,500	49,150	Ath Director	10.50%	3,255	3,302	3,350	3,397		
36		47,350	47,950	48,950	49,600	Concessions	5.00%	1,550	1,573	1,595	1,618		
37		47,800	48,400	49,400	50,050								
38		48,250	48,850	49,850	50,500								
39			49,300	50,300	50,950								
40			49,750	50,750	51,400								
41				51,200	51,850								
								CERTIFIED HEALTH BENEFIT					
									<u>single</u>	<u>2-party</u>	<u>family</u>		
								Per year	#####	\$ 7,682.04	\$ 7,682.04		
								Per month	\$ 290.35	\$ 640.17	\$ 640.17		
Core Book & Clock		\$20.00 per hour											
Mat. Det/3 Hr.		\$12.00 per hour											
Vt. Room Sup.		\$12.00 per hour											
Summer School		\$20.00 per hour											
Spec Ed Summer School		\$20.00 per hour											
Experience does not apply to positions below													
Graduate credit related to field of teaching													
Years of previous experience													

Legislative Planning Committee

Date 7-21-14
Doc ID 5
Page 2 of 3

Date 7-21-14Doc ID 5Page 3 of 3

EXHIBIT "A"
WEST SIOUX COMMUNITY SCHOOL DISTRICT – HAWARDEN, IOWA

2014-2015 REGULAR SALARY SCHEDULE

Experience Step	BA 100% \$875	BA+15 107% \$895	BA+30 114% \$905	MA 121% \$915	MA+15 128% \$935	MA+30 135% \$955
0	36,770	39,344	41,918	44,492	47,066	49,640
1	37,645	40,239	42,823	45,407	48,001	50,595
2	38,520	41,134	43,728	46,322	48,936	51,550
3	39,395	42,029	44,633	47,237	49,871	52,505
4	40,270	42,924	45,538	48,152	50,806	53,460
5	41,145	43,819	46,443	49,067	51,741	54,415
6	42,020	44,714	47,348	49,982	52,676	55,370
7	42,895	45,609	48,253	50,897	53,611	56,325
8	43,770	46,504	49,158	51,812	54,546	57,280
9	44,645	47,399	50,063	52,727	55,481	58,235
10	45,520	48,294	50,968	53,642	56,416	59,190
11	46,395	49,189	51,873	54,557	57,351	60,145
12	47,270	50,084	52,778	55,472	58,286	61,100
13		50,979	53,683	56,387	59,221	62,055
14				57,302	60,156	63,010
15					61,091	63,965
16						64,920