

II. Teachers - Salaries, Pensions, etc. - Stats. - Iowa

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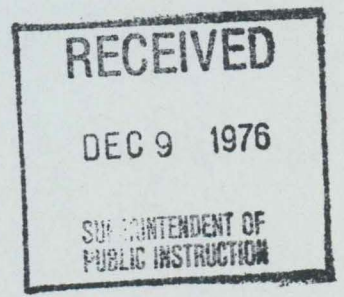
From: Supt. Robert D. Benton

To: *Jim Mitchell please*
Pass on to appropriate persons.
RDB

1976-77 TEACHER SALARY SCHEDULES
(SCATTERGRAM)



December, 1976



PREPARED BY:

Iowa Association of School Boards
707 Savings and Loan Building
Des Moines, Iowa 50309

INTRODUCTION

This report contains 1976-77 teacher salary schedules, the placement of teachers on the salary schedule (known as a scattergram) and the average teacher salary exclusive of supplemental pay. The scattergrams and average salary figures include teacher lane changes resulting from summer school credits as of mid-October 1976.

A survey was mailed to each K-12 and Merged Area superintendent, and Area Education Agency (AEA) administrator. It consisted of a standardized reporting form, an instruction sheet and a completed sample form. More than 350 reporting forms were returned to IASB and are contained in this publication. Local K-12 school district scattergrams are in descending order based on size of student enrollment; Des Moines, with an enrollment of 39,112, is first. AEAs and Merged Area schools follow, each in separate sections and listed in numeric order; AEA #1 and Merged Area #1 being first in their respective section.

One copy of this report is being furnished to each K-12 school district, merged area and AEA, and to each holder of the IASB Employee Relations Guide. Additional copies are available at reproduction cost of \$5.00 as long as the supply lasts.

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Name of Person Reporting Don Prine Position Neg. Coord. Phone (515) 284-7898

Name of School District Des Moines Independent School District AEA No. 1737 Fall 1976 Enrollment 39,112

Increment	Lane I Name: BA		Lane II Name: BA + 15		Lane III Name: MA		Lane IV Name: MA + 15		Lane V Name: MA + 30		Lane VI Name: PHD	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 9,350	38	\$ 9,818	3	\$10,285	9	\$10,659		\$11,033	1	\$	
1	9,771	72	10,238	8	10,752	13	11,126	3	11,500	2		
2	10,192	63	10,659	19	11,220	12	11,594	2	11,968	2	12,368	1
3	10,612	56	11,080	20	11,688	7	12,062	1	12,436	1	12,736	1
4	11,033	47	11,500	26	12,155	16	12,529	9	12,903	3		
5	11,454	37	11,921	22	12,622	21	12,996	6	13,370	3		
6	11,874	44	12,342	25	13,090	20	13,464	11	13,838	9		
7	12,295	28	12,763	25	13,558	25	13,932	18	14,306	9		
8	12,716	9	13,184	13	14,025	15	14,399	7	14,773	7		
9	13,137	28	13,604	27	14,492	23	14,866	14	15,240	8		
10	13,558	19	14,025	41	14,960	22	15,334	6	15,708	15		
11	13,978	16	14,446	25	15,428	21	15,802	7	16,176	15		
12	14,399	7	14,886	27	15,895	10	16,269	8	16,643	7		
13	14,820	13	15,287	30	16,362	9	16,736	13	17,110	11		
14	15,240	50	15,708	166	16,830	7	17,204	11	17,578	11		
15					17,298	162	17,672	70	18,046	16		
16									18,513	302	18,813	3
17												
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$6,123,228		\$6,667,301		\$5,932,182		\$2,943,784		\$7,483,842		\$81,543	
FTE Per Lane	527		477		392		186		422		5	

- A. Total Base Salary Cost (All Lanes) \$ 29,231,880
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 29,231,880
- D. Total FTE Teaching Staff (All Lanes) 2,009
- E. Average Teacher Salary* (C ÷ D) \$ 14,550.46

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. Joe Deines Position Director of Personnel Phone (319) 323-9951

Name of School District Davenport Community Schools AEA No. 9 Fall 1976 Enrollment 22,823

Increment	Lane I Name: +100 Hrs		Lane II Name: B.A.		Lane III Name: B.A. +15		Lane IV Name: M.A.		Lane V Name: MA +15		Lane VI Name: MA +30		LANE VII Spec Name: Drs. Deg	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$		9,400	41.5	9,870	2.0	\$10,810	3.0	\$11,280		\$11,750		\$12,220	
1			9,870	58.5	10,340	3.0	11,280	6.0	11,750		12,220		12,690	
2			10,340	46.0	10,810	4.0	11,750	7.0	12,220		12,690		13,160	
3			10,810	51.5	11,280	15.0	12,220	9.5	12,690		13,160		13,630	
4			11,280	52.5	11,750	28.0	12,690	10.0	13,160	1.0	13,630		14,100	
5			11,750	40.5	12,220	25.0	13,160	13.0	13,630	4.0	14,100		14,570	
6			12,220	28.0	12,690	23.5	13,630	18.5	14,100	3.0	14,570	1.0	15,040	1.0
7			12,690	17.0	13,160	29.5	14,100	14.0	14,570	2.0	15,040	2.0	15,510	
8			13,160	15.0	13,630	17.0	14,570	19.0	15,040	11.0	15,510	4.0	15,980	2.0
9			13,630	12.0	14,100	14.0	15,040	17.5	15,510	5.0	15,980	2.0	16,450	
10			14,100	77.0	14,570	191.5	15,510	22.0	15,980	2.0	16,450	3.0	16,920	1.0
11							15,980	28.0	16,450	5.0	16,920	2.0	17,390	
12							16,450	15.0	16,920	2.6	17,390	3.0	17,860	
13							16,920	17.0	17,390	9.0	17,860	2.0	18,330	1.0
14							17,390	14.5	17,860	3.0	18,330	7.0	18,800	2.0
15							17,860	59.0	18,330	61.5	18,800	75.0	19,270	5.0
16														
17														
18														
19														
20														
21														
22														
23														
24														
Salary Cost Per Lane	\$ 58,656		\$5,072,175		\$4,803,400		\$4,214,418		\$1,877,597		\$1,848,040		\$ 216,800	
FTE Per Lane			439.5		352.5		273.0		109.0		101.0		12.0	

- A. Total Base Salary Cost (All Lanes) \$ 18,091,186
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 18,091,186
- D. Total FTE Teaching Staff (All Lanes) 1,293.0
- E. Average Teacher Salary* (C ÷ D) \$ 13,991.64

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. Newell C. Lash Position Asst. Supt. Phone (319) 398-2223

Name of School District Cedar Rapids Comm. Schools AEA No. 10 Fall 1976 Enrollment 22,816

Increment	Lane I Name: BA		Lane II Name: BA +12		Lane III Name: BA + 24		Lane IV Name: MA		Lane V Name: MA + 15		Lane VI Name: MA + 30		LANE VII Name: MA + 45	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$		\$		\$		\$		\$		\$		\$	
1	9,275	30.22	9,692	2.00	10,110	2.00	10,574	6.00	11,037	0	11,501	0	11,965	0
2	9,646	38.62	10,063	8.00	10,481	1.80	10,991	11.00	11,454	0	11,918	0	12,382	0
3	10,017	44.45	10,434	6.00	10,852	3.00	11,408	7.00	11,871	0	12,335	0	12,799	0
4	10,388	31.90	10,805	9.00	11,223	11.00	11,825	12.00	12,288	3.00	12,752	0	13,216	0
5	10,759	34.10	11,176	17.50	11,594	11.00	12,242	8.00	12,705	1.00	13,169	1.00	13,633	0
6	11,130	22.80	11,547	26.95	11,965	20.00	12,659	15.00	13,122	3.00	13,586	0	14,050	0
7	11,501	27.00	11,918	21.02	12,336	21.00	13,076	16.50	13,539	5.00	14,003	2.00	14,467	3.00
8	11,872	11.60	12,289	16.00	12,707	15.00	13,493	18.50	13,956	2.00	14,420	3.00	14,884	3.00
9	12,243	11.10	12,660	14.00	13,078	18.50	13,910	17.40	14,373	4.00	14,837	2.00	15,301	1.00
10	12,614	32.10	13,051	17.67	13,449	17.00	14,327	23.60	14,790	7.50	15,254	3.00	15,718	4.00
11			13,402	65.62	13,820	16.00	14,744	9.00	15,207	5.50	15,671	0	16,135	1.50
12					14,191	149.30	15,161	16.40	15,624	9.00	16,088	0	16,552	1.00
13							15,578	10.00	16,041	3.00	16,505	2.00	16,969	0
14							15,995	6.00	16,458	4.00	16,922	3.00	17,386	0
15							16,412	12.00	16,875	6.00	17,339	1.00	17,803	2.00
16							16,829	51.00	17,292	5.00	17,756	3.00	18,220	0
17									17,709	66.50	18,173	34.85	18,637	4.00
18													19,054	83.50
19														
20														
21														
22														
23														
24														
Salary Cost Per Lane	\$ 3,069,146.67		\$ 2,500,939.42		\$ 3,822,002.10		\$ 3,427,577.10		\$ 2,056,527		\$ 947,583.05		\$ 1,908,143.50	
FTE Per Lane	283.89		203.76		285.60		239.40		124.50		54.85		103.00	

- A. Total Base Salary Cost (All Lanes) \$17,731,918.84
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$17,731,918.84
- D. Total FTE Teaching Staff (All Lanes) 1295.0
- E. Average Teacher Salary* (C ÷ D) \$13,692.60

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Darold Sea Position Personnel Director Phone (712) 279-6692

Name of School District Sioux City Community AEA No. 12 Fall 1976 Enrollment 16,022

Increment	Lane I Name: 90 hrs.		Lane II Name: BA		Lane III Name: BA+15		Lane IV Name: BA		Lane V Name: BA+15		Lane VI Name: BA+30	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$		\$		\$		\$		\$		\$	
1			9,214 - 17		9,583 - 1		10,228 - 0		10,596 - 0		11,241 - 0	
2			9,490 - 17		9,859 - 2		10,596 - 1		10,965 - 0		11,610 - 0	
3			9,767 - 20		10,135 - 0		10,965 - 2		11,333 - 0		11,978 - 0	
4			10,043 - 20		10,412 - 4		11,333 - 1		11,702 - 0		12,347 - 0	
5		6,700 - 1	10,412 - 29		10,780 - 5		11,702 - 10		12,070 - 0		12,715 - 0	
6			10,780 - 23		11,149 - 9		12,070 - 15		12,439 - 0		13,024 - 0	
7			11,149 - 20		11,518 - 8		12,439 - 7		12,807 - 0		13,545 - 0	
8			11,518 - 16		11,886 - 10		12,807 - 8		13,176 - 4		14,005 - 2	
9			11,886 - 19		12,255 - 7		13,176 - 15		13,521 - 2		14,466 - 4	
10			12,255 - 8		12,623 - 7		13,591 - 11		14,005 - 2		14,927 - 3	
11			12,623 - 5		12,992 - 10		14,005 - 14		14,420 - 1		15,387 - 9	
12			12,990 - 6		13,268 - 6		14,420 - 8		14,835 - 4		15,848 - 3	
13		9,214 - 1	13,176 - 7		13,545 - 5		14,835 - 12		15,249 - 3		16,309 - 5	
14			13,452 - 9		13,821 - 2		15,249 - 9		15,664 - 4		16,767 - 8	
15			13,729 - 64		14,097 - 93		15,664 - 7		16,078 - 1		17,230 - 4	
16							16,078 - 67		16,493 - 12		17,691 - 2	
17											18,152 - 95	
18											18,652 - 1	
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 15,914		\$ 3,260,239		\$ 2,244,776		\$ 2,704,603		\$ 504,053		\$ 2,380,773	
FTE Per Lane	2		283		170		188		33		126	

- A. Total Base Salary Cost (All Lanes) \$ 11,110,350
- B. Career Increments/Longevity (Total Costs) \$ 000
- C. Total Salary Schedule Costs (A + B) \$ 11,110,350
- D. Total FTE Teaching Staff (All Lanes) 812.5
- E. Average Teacher Salary* (C ÷ D) \$ 13,683

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Edwin D. Blinks Position Admin. Ass'r. Phone (319) 557-2932

Name of School District Dubuque Community AEA No. 1 Fall 1976 Enrollment 13,350

Increment	Lane I Name: 60 hrs.	Lane II Name: 75 hrs.	Lane III Name: 90 hrs.	Lane IV Name: 105 hrs.	Lane V Name: BA	Lane VI Name: BA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,899	\$ 7,277	\$ 7,655	\$ 8,033	\$ 9,450 23.5	\$ 9,828 3
1	7,182	7,560	7,938	8,316	9,828 39	10,206 3
2	7,466	7,844	8,222	8,600	10,206 33	10,584 7
3	7,749	8,127	8,505	8,883	10,584 32.2	10,962 10
4	8,033	8,411	8,789	9,167	10,962 24.5	11,340 7
5	8,316	8,694	9,072	9,450	11,340 21	11,718 11
6	8,600	8,978	9,356	9,734	11,813 29.5	12,191 14
7	8,883	9,261	9,639	10,017	12,285 15.5	12,663 16
8	9,167	9,545	9,923	10,301	12,758 14	13,136 15
9	9,450	9,828	10,206	10,584	13,230 6	13,608 12
10	9,734	10,112	10,490	10,868	13,703 13	14,081 9
11	10,017	10,395	10,773	11,151	14,175 4.5	14,553 7
12	10,301	10,679	11,057	11,435	14,648 46.5	15,026 65
13	10,584 1	10,962	11,340	11,718		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 10,584	\$	\$	\$	\$ 3,509,632	\$ 2,390,996
FTE Per Lane	1.0				302.2	179.0

Increment	LANE VII Name: M.A.	LANE VIII Name: M.A.+15	LANE IX Name: M.A.+30	LANE X Name: M.A.+45	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10,301	\$ 10,679	\$ 11,151	\$ 11,624	\$	\$
1	10,773 3	11,151	11,624	12,096		
2	11,246	11,624	12,096	12,569 1		
3	11,718 6	12,096 1	12,569	13,041		
4	12,191 6	12,569 1	13,041	13,514		
5	12,663 8	13,041 3	13,514	13,986		
6	13,230 7	13,608 2	14,081 1	14,553		
7	13,797 16	14,175 1	14,648	15,120		
8	14,364 9	14,742 5	15,215	15,687		
9	14,931 3	15,309 1	15,782 1	16,254 1		
10	15,498 11	15,876 3	16,349 1	16,821		
11	16,065 13	16,443 4	16,916 2	17,388		
12	16,632 67.5	17,010 24	17,483 13	17,955 6		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 2,266,491	\$ 715,838	\$ 307,323	\$ 136,553	\$	\$
FTE Per Lane	149.5	45.0	18.0	8.0		

- A. Total Base Salary Cost (All Lanes) \$ 9,337,417
- B. Career Increments/Longevity (Total Costs) \$ 34,163
- C. Total Salary Schedule Costs (A + B) \$ 9,371,580
- D. Total FTE Teaching Staff (All Lanes) 702.7
- E. Average Teacher Salary* (C ÷ D) \$ 13,337

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Craig C. Whitney, Sr. Position Personnel Dir. Phone (712) 328-6422

Name of School District Council Bluffs AEA No. Fall 1976 Enrollment 2,847

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+10</u>	Lane III Name: <u>BA+20</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: <u>MA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9000 - 32	\$ 9360 -	\$ 9720	\$ 10080 - 1	\$ 10620	\$ 11250
1	9270 - 45	9630 - 6	9990 - 5	10440 - 2	10980	11610
2	9540 - 48	9900 - 13	10260 - 8	10800 - 6	11340	11970
3	9810 - 31	10170 - 19	10620 - 4	11160 - 2	11700	12330 - 1
4	10260 - 25	10620 - 11	11070 - 5	11700 - 4	12240	12870 - 1
5	10620 - 16	10980 - 24	11430 - 10	12150 - 7	12690 - 1	13320
6	10980 - 13	11340 - 15	11790 - 7	12600 - 14	13140 - 2	13770
7	11340 - 8	11700 - 12	12150 - 7	13050 - 10	13590 - 2	14220
8	11700 - 6	12060 - 6	12510 - 7	13500 - 8	14040 - 1	14670 - 1
9	12060 - 5	12420 - 5	12870 - 1	13950 - 1	14490 - 2	15120
10	12420 - 31	12780 - 5	13230 - 5	14400 - 11	14940 - 2	15570 - 7
11		13140 - 33	13590 - 5	14850 - 7	15390 - 5	16020 - 4
12			13950 - 11	15300 - 3	15840 - 1	16470 - 2
13			14310 - 74	15750 - 7	16290 - 1	16920 - 2
14				16200 - 32	16740	17370 - 1
15					17190 - 10	17820 - 1
16						18270 - 13
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 2,642,580	\$ 1,702,530	\$ 1,958,670	\$ 1,615,680	\$ 420,030	\$ 552,420
FTE Per Lane	360	149	115	115	27	33

Increment	LANE VII Name: <u>ND</u>	LANE VIII Name: <u>60 hrs</u>	LANE IX Name: <u>90 hrs</u>	LANE X Name: <u> </u>	LANE XI Name: <u> </u>	LANE XII Name: <u> </u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1						
2						
3						
4						
5						
6						
7						
8						
9						
10	5100 - 1	8505 - 8	8955 - 5			
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 5100	\$ 68,040	\$ 44,775	\$	\$	\$
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ 9,009,825
- B. Career Increments/Longevity (Total Costs) \$?
- C. Total Salary Schedule Costs (A + B) \$9,351,947
- D. Total FTE Teaching Staff (All Lanes) 753
- E. Average Teacher Salary* (C ÷ D) \$12,137

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting David. L. Cronin Position Ass't. Supt. Phone (319) 351-4597

Name of School District Iowa City Community AEA No. 10 Fall 1976 Enrollment 9,095

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>BA+20</u>	Lane III Name: <u>BA+45</u>	Lane IV Name: <u>MA+30</u>	Lane V Name: <u>MA+50</u>	Lane VI Name: <u>Ph.D.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1	9,200 - 9.30	9,660	10,120 - 5.20	11,040	11,290	12,040
2	9,615 - 14.77	10,120 - 1.50	10,625 - 2.70	11,640	11,890 - 1	12,640
3	10,030 - 14.97	10,490 - 2	11,130 - 6	12,235 - 1	12,485	13,235
4	10,440 - 26.05	11,040 - 2.66	11,640 - 8.42	12,835	13,085 - .75	13,835 - .63
5	10,855 - 21.10	11,500 - 7.90	12,145 - 8.77	13,430	13,680 - 1	14,430
6	11,270 - 17	11,960 - 4	12,650 - 7	14,030 - 1	14,280	15,030
7	11,685 - 6	12,420 - 2.50	13,155 - 10	14,630 - 1	14,880 - .88	15,630
8	12,100 - 12	12,880 - 2	13,660 - 4	15,225 - 1	15,475 - .50	16,225 - 1
9	12,510 - 16.25	13,340 - 2	14,170 - 10.83	15,825 - 1	16,075	16,825
10	12,925 - 20.50	13,800 - 4	14,675 - 12	16,420 - 2.80	16,670 - .33	17,420
11	13,340 - 6.50	14,260 - 2	15,180 - 10.50	17,020 - 1	17,270 - 1	18,020 - 1
12	13,755 - 4	14,720 - 3	15,685 - 8.30	17,620 - 5	17,870 - 2	18,620 - 1
13	14,170 - 4	15,180 - 1	16,190 - 2	18,215 - 2	18,465 - 3	19,215
14	14,580 - 31.09	15,640 - 17	16,700 - 60.34	18,815 - 48.50	19,065 - 17	19,815 - 4
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$2,405,577	\$ 696,626	\$ 2,286,547	\$ 1,171,999	\$ 594,227	\$ 140,841
FTE Per Lane	203.53	51.56	156.06	64.30	27.46	7.63

- A. Total Base Salary Cost (All Lanes) \$ 7,195,817
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 7,195,817
- D. Total FTE Teaching Staff (All Lanes) 510.54
- E. Average Teacher Salary* (C ÷ D) \$14,095

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles W. Hahn, Ph.D. Position Superintendent Phone (319) 753-2211

Name of School District Burlington Community AEA No. 16 Fall 1976 Enrollment 7033

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>BA + 15</u>	Lane III Name: <u>M.A.</u>	Lane IV Name: <u>MA + 15</u>	Lane V Name: <u>MA + 30</u>	Lane VI Name: <u>MA + 45</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9185 - 17.57	\$ 9617 - 1	\$ 10480	\$ 10912	\$ 11343	\$ 11775
1	9608 - 18.5	10039	10903 - 2	11334	11766	12198
2	10030 - 19	10462 - 3	11325	11757	12188	12620
3	10453 - 17.5	10884 - 5	11748 - 2	12179	12611	13043
4	10875 - 17.43	11307 - 7	12170 - 5	12602	13034	13465
5	11298 - 8	11729 - 6	12593 - 2	13024	13456	13888
6	11720 - 10	12152 - 4.5	13015 - 5	13447	13879	14310
7	12143 - 9	12574 - 9	13438 - 5	13869 - 3	14301	14733
8	12565 - 2	12997 - 4	13860 - 3	14292 - 2	14724	15155
9	12988 - 3	13419 - 7.5	14283 - 5	14714 - 1	15146	15578
10	13410 - 23	13842 - 7.1	14705 - 7	15137 - 3	15569	16000
11			15128 - 4	15559 - 1	15991	16423 - 1
12			15550 - 3	15982 - 3	16414	16845 - 1
13			15973 - 25	16404 - 24	16836	17268
14					17259 - 20	17690 - 10
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 1,591,572	\$ 1,548,208	\$ 986,020	\$ 587,517	\$ 345,180	\$ 210,168
FTE Per Lane	145	118	68	37	20	12

- A. Total Base Salary Cost (All Lanes) \$ 5,268,665
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 5,268,665
- D. Total FTE Teaching Staff (All Lanes) 400
- E. Average Teacher Salary* (C ÷ D) \$ 13,172

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. A. McFarland Position Supt. Phone (515) 752-4583

Name of School District Marshalltown AEA No. 6 Fall 1976 Enrollment 6731

Increment	Lane I Name: <u>3 Yr.</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>BA+15</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: <u>MA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
1	\$ 7352	\$ 9190 - 17.5	\$ 9650 - 1	\$ 10477 - 1	\$ 10844	\$ 11212
2	7582	9558 - 8.9	10017 - 4	10844 - 3	11212	11579
3	7812	9925 - 17	10385 - 4	11212 - 1	11579	11947
4	8041	10293 - 15.5	10752 - 4	11579 - 1.5	11948	12315
5	8271	10660 - 10.5	11120 - 4	11947 - 3	12315	12774
6	8501	11028 - 11.7	11488 - 2	12315 - 5.6	12682	13234 - 1
7	8731	11396 - 13	11855 - 7	12682 - 7.5	13142 - 1	13693
8	8960 - 1	11763 - 4	12223 - 6	13142 - 5	13601 - 1	14153
9	9190	12131 - 10	12590 - 4	13601 - 6	14061 - 2	14612
10	9420 - 3	12498 - 1	12958 - 6	14061 - 6.5	14520 - 2	15164 - 1
11	9650 - 1	12866 - 1	13371 - 7	14520 - 1	14980 - 2	15715
12		13234 - 4	13785 - 5	14980 - 7	15531 - 2	16266
13		13693 - 6	14245 - 7	15439 - 4	16083 - 2	16818 - 4
14			14704 - 5.7	15899 - 2	16634 - 2	17369
15				16358 - 17	17185 - 16	18012 - 7
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 46,870	\$ 1,292,083	\$ 1,586,518	\$ 1,001,242	\$ 485,321	\$ 221,754
FTE Per Lane	5	120.1	118	71.1	30	13

Increment	LANE VII Name: <u>MA+45</u>	LANE VIII Name: <u>Doctorate</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 11579	\$ 12407	\$	\$	\$	\$
1	11947	12866				
2	12315	13326				
3	12774	13785				
4	13234	14245				
5	13693 - 2	14704				
6	14153	15164				
7	14612	15715				
8	15164	16266				
9	15715	16818				
10	16266	17369 - 1				
11	16818 - 1	17921				
12	17369	18472				
13	17921	19115				
14	18472 - 1	19759				
15	19023 - 21	20402				
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 462,159	\$ 17,369	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	25	1				

- A. Total Base Salary Cost (All Lanes) \$ 5,113,316
- B. Career Increments/Longevity (Total Costs) \$ None
- C. Total Salary Schedule Costs (A + B) \$ 5,113,316
- D. Total FTE Teaching Staff (All Lanes) 383.2
- E. Average Teacher Salary* (C ÷ D) \$ 13,343

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Wm. R. Dabb Position Supt. Phone (515) 684-6597

Name of School District Ottumwa Community AEA No. 15 Fall 1976 Enrollment 6713

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>MA</u>	Lane IV Name: <u>MA+15</u>	Lane V Name: <u>MA+30</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9075 -11	\$ 9438 -1	\$ 9983 -2	\$ 10527	\$ 11072	\$
1	9438 -17	9824 -1	10391	10958	11526	
2	9801 -11	10210 -3	10799	11389 -1	11980	
3	10164 -13	10596 -11	11207 -2	11820	12434	
4	10527 -12	10982 -5	11615 -1	12251	12888	
5	10890 -6	11368	12023 -2	12682	13342 -1	
6	11253 -6	11754 -3	12431 -4	13113 -1	13796	
7	11616 -5	12140 -6	12839 -2	13544 -1	14250	
8	11979 -1	12526 -4	13247 -3	13975 -2	14704 -1	
9	12342 -15	12912 -4	13655 -2	14406	15158	
10		13298 -4	14063 -4	14837 -2	15612 -2	
11		13684 -78	14471 -2	15268 -1	16066 -1	
12			14879 -1	15699	16520 -2	
13			15287 -32	16130 -17	16974 -1	
14					17428 -37	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 1,014,585	\$ 1,551,756	\$ 809,751	\$ 385,148	\$ 770,186	\$ _____
FTE Per Lane	97	120	57	25	45	

A. Total Base Salary Cost (All Lanes)	\$ 4,531,426
B. Career Increments/Longevity (Total Costs)	\$ -0-
C. Total Salary Schedule Costs (A + B)	\$ 4,531,426
D. Total FTE Teaching Staff (All Lanes)	344
E. Average Teacher Salary* (C ÷ D)	\$ 13,173

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Floyd C. West Position Personnel Phone (515) 223-1480

Name of School District West Des Moines Community AEA No. 11 Fall 1976 Enrollment 6,665

Increment	Lane I Name: <u>90 Hrs</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+10</u>	Lane IV Name: <u>BA+20</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA+10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8202	\$ 9500 - 8	\$ 9643	\$ 9788 - 2	\$ 10506	\$ 10650
1	8354	9665-15	9823 - 3	9983	10722 - 4	10883
2	8548 -1	10027-12	10200 - 5	10382 - 2	11144	11341
3	8886	10555-16	10750 - 4	10955 - 4	11743 - 6	11970
4	9392	11158-10	11390 - 6	11631 - 3	12493 - 3	12758
5	9773	11760 - 6	12030 - 3	12309 - 3	13245 - 2	13545
6	10153	12363-12	12671 - 8	12987 - 3	13995 - 1	14333 - 1
7	10456	12968 - 6	13312 - 2	13665 - 2	14744 - 2	15120
8		13383 - 2	13749-12	14132 - 1	15277 - 6	15697
9		13718 - 6	14141 - 2	14583 - 2	15762 - 8	16253 - 1
10			14354 - 5	14890 - 5	16064 - 4	16585 - 1
11			14555-12	15083 -36	16322 - 6	16874 - 1
12					16526 - 3	17109 - 4
13					16672 -16	17271 - 3
14						17398 -17
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 8,548	\$ 1,027,557	\$ 795,591	\$ 883,007	\$ 917,074	\$ 480,060
FTE Per Lane	1	93	62	63	61	28

Increment	LANE VII Name: <u>MA+20</u>	LANE VIII Name: <u>MA+30</u>	LANE IX Name: <u>PhD</u>	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10794	\$ 10938	\$ 11221	\$	\$	\$
1	11041	11215	11523			
2	11543	11754	12102			
3	12202	12443	12837			
4	13027	13305	13733			
5	13850	14166	14632			
6	14675 - 2	15028	15529			
7	15501	15889	16428			
8	16122 - 1	16557	17137			
9	16748	17260	17675			
10	17127	17696	18133			
11	17452	18059 - 2	18507			
12	17725	18370 - 1	18821			
13	17915	18591 - 2	19044			
14	18066 - 8	18770 - 6	19216			
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 190,000	\$ 204,290	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	11	11	0			

A. Total Base Salary Cost (All Lanes)	\$ 4,506,127
B. Career Increments/Longevity (Total Costs)	\$ 0
C. Total Salary Schedule Costs (A + B)	\$ 4,506,127
D. Total FTE Teaching Staff (All Lanes)	330
E. Average Teacher Salary* (C ÷ D)	\$ 13,655

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. Earl O. Berge Position Superintendent Phone (515) 576-1161
 Name of School District Fort Dodge Community AEA No. 5 Fall 1976 Enrollment 6,603

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: MA	Lane IV Name: MA+15	Lane V Name: MA+30	Lane VI Name: MA+45
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,000 - 21	\$ 9,375	\$10,000 - 1	\$10,400	\$10,800	\$11,200
1/2	9,128 - 3	9,508	10,143 - 2	10,549	10,955	11,361
1	9,255 - 16	9,641 - 1	10,285 - 3	10,697	11,109	11,521
1 1/2	9,387 - 4	9,778	10,432	10,850	11,268	11,687
2	9,518 - 19	9,915 - 4	10,579 - 3	11,003	11,427	11,852
2 1/2	9,699 - 3	10,104	10,781	11,213	11,646	12,079
3	9,879 - 17	10,292 - 3	10,982 - 2	11,423	11,864	12,306
3 1/2	10,020 - 3	10,439	11,139	11,587	12,035	12,483
4	10,160 - 15	10,586 - 3	11,296 - 4	11,751	12,205	12,660
4 1/2	10,305 - 3	10,738 - 1	11,566	12,033	12,498	12,964
5	10,450 - 14	10,889 - 9	11,836 - 3	12,314 - 1	12,790 - 1	13,268
5 1/2	10,600 - 1	11,045 - 1	12,006	12,491	12,975	13,460
6	10,749 - 10	11,201 - 2	12,176 - 4	12,668	13,159	13,651
6 1/2	10,903 - 1	11,362	12,351 - 1	12,851	13,349	13,849
7	11,056 - 9	11,522 - 1	12,526 - 5	13,033	13,539	14,046
7 1/2	11,215 - 1	11,688	12,707	13,221	13,735	14,249
8	11,373 - 4	11,853 - 2	12,887 - 1	13,409	13,930	14,452
8 1/2	11,536 - 2	12,024	13,073 - 2	13,603	14,132	14,662
9	11,699 - 2	12,194 - 3	13,259 - 2	13,796	14,333	14,871
9 1/2	11,867 - 5	12,370	13,451 - 3	13,996	14,541	15,087
10	12,035 - 7	12,545 - 1	13,642 - 3	14,195 - 3	14,748	15,302
10 1/2	12,208 - 2	12,726 - 1	13,839 - 1	14,401	14,962	15,524
11	12,381 - 3	12,906	14,036 - 2	14,606	15,175 - 1	15,746
11 1/2	12,559 - 1	13,092 - 1	14,239 - 1	14,818	15,395	15,975
12	12,737 - 2	13,278	14,442 - 3	15,029 - 1	15,615	16,203 - 1
12 1/2	12,921 - 3	13,470	14,651	15,247	15,842	16,439
13	13,104 - 7	13,661	14,860 - 2	15,465 - 1	16,068	16,674
13 1/2	13,293 - 2	13,859	15,076	15,690	16,302	16,917
14	13,482 - 59	14,056 - 23	15,291 - 33	15,914 - 6	16,535	17,159 - 3
	\$2,666,930	\$687,582	\$1,099,848	\$180,877	\$27,965	\$67,680
	239	56	81	12	2	4

Salary Cost
Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$4,730,882
 B. Career Increments/Longevity (Total Costs) \$ 6,800
 C. Total Salary Schedule Costs (A + B) \$4,737,682
 D. Total FTE Teaching Staff (All Lanes) 394
 E. Average Teacher Salary* (C ÷ D) \$ 12,025

Name of Person Reporting Gil Huseman Position Bus. Mgr. Phone (319) 263-7223
 Name of School District Muscataine Community AEA No. 9 Fall 1976 Enrollment 6538 non-weighted

Increment	Lane I Name: 3 yr	Lane II Name: BA	Lane III Name: BA + 15	Lane IV Name: BA + 30	Lane V Name: MA	Lane VI Name: MA + 15	Lane VII Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,667	\$ 9,350 - 19.5	\$ 9,818 -	\$ 10,285	\$ 10,753 - 1	\$ 11,220	\$ 11,688
1	7,854	9,724 - 23.6	10,192 - 2	10,659 - 2	11,127 - 2	11,594	12,062
2	8,041	10,098 - 19	10,566 - 1	11,033 - 1	11,501 - 3	11,968	12,436
3	8,228	10,565 - 21	11,033 - 3.6	11,501 - 2	11,968 - 6	12,436	12,903
4	8,415	11,033 - 18	11,501 - 1	11,968	12,436 - 4	12,903	13,371
5	8,602	11,501 - 15	11,968 -	12,436 - 1	12,903 - 1	13,371	13,838
6	8,789	11,968 - 9.5	12,436 - 5	12,903 - 1	13,371 - 4	13,838	14,306 - 2
7	8,976	12,436 - 6.5	12,903 - 6	13,371 - 2	13,838 - 3	14,306	14,773
8	9,163	12,903 - 7	13,371 - 1	13,838 - 2	14,306 - 4	14,773	15,241
9	9,350	13,371 - 5	13,838 - 2	14,306	14,773 - 2	15,241	15,708 - 1
10	9,537	13,745 - 3	14,212 - 5	14,680	15,147 - 5	15,615 - 1	16,082
11	9,724 - 1	14,119 - 7	14,586 - 1	15,054 - 1	15,521 - 6	15,989	16,456
12		14,493 - 4	14,960 - 1	15,428 - 1	15,895 - 1	16,363	16,830
13		14,867 - 28.6	15,334 - 36.7	15,802 - 8	16,269 - 2.5	16,737 - 1	17,204 - 1
14					16,643 - 2	17,111	17,578
15					17,017 - 18	17,485 - 5	17,952
16							18,326 - 4.5
17							
18							
19							
20							
21							
22							
23							
24							
	\$ 9,724	\$ 2,171,589.60	\$ 1,021,922.60	\$ 292,008.00	\$ 948,753	\$ 119,777	\$ 143,991.00
	1	186.7	73.3	21	64.5	7	8.5

Salary Cost
Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 4,707,766
 B. Career Increments/Longevity (Total Costs) \$ 9,087
 C. Total Salary Schedule Costs (A + B) \$ 4,716,853
 D. Total FTE Teaching Staff (All Lanes) 362
 E. Average Teacher Salary* (C ÷ D) \$ 13,030

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marl Ramsey Position Sup't. Phone (319) 242-4912

Name of School District Clinton Community AEA No. IX Fall 1976 Enrollment 6380

Increment	Lane I Name: <u>90 hrs</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A.+15</u>	Lane IV Name: <u>B.A.+30</u>	Lane V Name: <u>M.A.</u>	Lane VI Name: <u>M.A.+15</u>	
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	
0	\$	\$ 9430	7.4	\$ 9807	\$ 10184	\$ 10373	\$ 10750
1		9902	26	10279	10656	10845	11222
2	8487	10373	13	10750	11127	11316	11693
3	8864	10845	13.33	11222	11599	11788	12165
4	9241	11316	11.5	11693	12070	12259	12636
5	9619	11788	16	12165	12542	12731	13108
6	9996	12259	9.6	12636	13013	13202	13579
7	10373	12731	4	13108	13485	13674	14051
8	10750	13202		13579	13956	14145	14522
9	11127	13674	2	14051	14428	14617	14994
10	11505	14145	8	14522	14899	15088	15465
11		14617	34	14994	15371	15560	15937
12				15465	15842	16031	16408
13						16503	16880
14							17351
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 69,030	\$ 1,731,485	\$ 1,011,267	\$ 515,527	\$ 701,798	\$ 296,760	
FTE Per Lane	6	144.83	71	34	47.8	18	

Increment	LANE VII Name: <u>M.A.+30</u>	LANE VIII Name: <u>M.A.+45</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 11127	\$ 11505	\$	\$	\$	\$
1	11599	11976				
2	12070	12448				
3	12542	12919				
4	13013	13391				
5	13485	13862				
6	13956	14334				
7	14428	14805				
8	14899	15277				
9	15371	15748				
10	15842	16220				
11	16314	16691				
12	16785	17163				
13	17257	17634				
14	17728	18106				
15	18200	18577				
16		19049				
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 218,400	\$ 342,882	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	12	18				

- A. Total Base Salary Cost (All Lanes) \$4,887,149
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$4,887,149
- D. Total FTE Teaching Staff (All Lanes) 351.63
- E. Average Teacher Salary* (C ÷ D) \$ 13,899

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Clair E. Brooks Position Dir. of Personnel Phone (319) 266-1773

Name of School District Cedar Falls Comm Schools AEA No. 7 Fall 1976 Enrollment 6219

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI	LANE VII
	Name: BA	Name: BA+15	Name: BA+40	Name: MA	Name: MA+15	Name: MA+30	Name: MA+45
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9075 - 6	\$ 9375	\$ 9725	\$ 10125	\$ 10475	\$ 10825	\$ 11175
1	9375 - 7.6	9725	10075	10475	10825	11175	11525
2	9725 - 6.2	10075 - 2	10425 - 1	10825 - 1	11175	11575	11875
3	10075 -10.6	10425 - 4.4	10775 - .8	11175 - 2	11525	11875	12225
4	10425 - 9.5	10775 - 6	11175 -	11525 - 1	11875	12225	12575
5	10775 - 5	11175 - 4	11525	11875 - 1	12225	12575	12925
6	11175 -15	11525 - 8	11875	12225 - 3	12575	12925	13275
7	11525 -10.8	11875 - 5.6	12275	12675 -10.6	13025	13375	13725
8	11875 - 1.9	12275 - 5	12725	13125 - 7.1	13475 - 1	13825	14175
9	12225 -1	12675 - 7.2	13125	13525 - 4	13875 - 1	14225	14575
10	12625 -1	13025 - 4	13475 - 2	13875 -10.5	14325	14625	14975
11	12925 -3	13325 - 3	13775	14325 - 6	14725	15125 - 1	15425
12	13225 - 1.5	13625 - 4	14075 - 1	14775 - 9	15175 - 1	15575 - 1	15875
13	13525 -10.6	13925 - 3.6	14375 - 1	15125 - 8	15575 - 3	15925 - 2	16225
14		14225 -33.0	14675	15525 - 6	15925	16225 - 1	16525
15			14975 - 1.1	15925 - 2	16225 - 3.1	16525	16825 - 1
16			15275 - 8.0	16225 - 5	16525 - 1	16825 - 1	17125
17				16525 - 2	16825 - 2	17125	17425
18				16825 - 5	17125 - 2	17425	17725
19				17125 - 9.0	17425 - 8.0	17725 - 1	18025 - 1
20						18025	18325
21						18325 - 4.0	18625 - 6.1
22							
23							
24							
Salary Cost Per Lane	\$ 962,337.50	\$ 1,152,835	\$ 186,167.50	\$ 1,337,930	\$ 363,372.50	\$ 186,625	\$ 148,462.50
FTE Per Lane	90.7	89.8	14.9	94.2	24.1	11.0	8.1

- A. Total Base Salary Cost (All Lanes) \$4,337,730
- B. Career Increments/Longevity (Total Costs) \$ 64,542
- C. Total Salary Schedule Costs (A + B) \$4,402,272
- D. Total FTE Teaching Staff (All Lanes) 327.8
- E. Average Teacher Salary* (C ÷ D) \$ 13,430

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting T. H. Berge Position Bd. Secretary Phone (515) 423-3860

Name of School District Mason City AEA No. 2 Fall 1976 Enrollment 6,000

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 15</u>	Lane III Name: <u>MA</u>	Lane IV Name: <u>MA + 15</u>	Lane V Name: <u>MA + 30</u>	Lane VI Name: <u>MA + 45</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,150 - 12	\$ 9,500 - 3	\$ 10,220 - 2	\$ 10,570	\$ 10,875	\$ 11,230
1	9,400 - 7	9,785 - 1	10,535 - 1	10,905 - 1	11,225	11,600
2	9,770 - 8	10,175 - 4	10,955 - 2	11,350	11,685	12,080
3	10,020 - 7	10,430	11,265 - 2	11,665 - 1	12,035	12,450
4	10,275 - 10	10,690 - 4	11,560 - 3	11,990 - 1	12,385	12,820
5	10,565 - 8	10,995 - 6	11,850 - 1	12,390	12,705	13,240
6	10,970 - 5	11,425 - 6	12,395 - 4	12,875	13,310	13,705
7	11,415 - 5.5	11,915 - 4	12,940 - 1	13,405	13,855	14,300
8	11,865 - 4.5	12,310 - 6	13,430 - 4	13,875	14,325	14,770
9	12,260 - 4	12,690 - 3	13,845 - 4	14,290 - 1	14,735	15,170
10	12,690 - 2	13,140 - 6	14,290 - 4	14,735 - 3	15,170	15,620
11	13,050	13,485 - 2	14,715 - 3	15,165 - 3	15,610 - 2	16,055
12	13,345	13,790 - 2	15,070 - 4	15,520 - 1	15,970 - 1	16,415
13	13,640 - 8	14,150 - 63	15,431 - 4	15,900	16,350	16,840 - 1
14			15,880 - 29	16,400 - 30	16,720	17,150 - 1
15					17,165 - 17	17,570 - 18
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 865,735	\$ 1,440,695	\$ 977,394	\$ 646,070	\$ 338,995	\$ 350,250
FTE Per Lane	81	110	68	41	20	20

Increment	LANE VII Name: <u>Spec.</u>	LANE VIII Name: <u>PhD</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 11,585	\$ 12,290	\$	\$	\$	\$
1	11,980	12,520				
2	12,475	13,255				
3	12,860	13,680				
4	13,240	14,105				
5	13,575	14,390				
6	14,205	15,100				
7	14,743	15,640 - 1				
8	15,210	16,100				
9	15,620	16,605				
10	16,060	16,940				
11	16,500	17,400				
12	16,860	17,550				
13	17,245	18,135				
14	17,600	18,500 - 1				
15	18,110 - 3	18,990				
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 54,330	\$ 34,140	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	3	2				

- A. Total Base Salary Cost (All Lanes) \$ 4,707,609
- B. Career Increments/Longevity (Total Costs) \$ -0-
- C. Total Salary Schedule Costs (A + B) \$ 4,707,609
- D. Total FTE Teaching Staff (All Lanes) 345
- E. Average Teacher Salary* (C ÷ D) \$ 13,645

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting RAY OLES Position ASST. SUPT. Phone (319) 355-5381

Name of School District BETTENDORF COMM. SCHOOL DIST. AEA No. 9 Fall 1976 Enrollment 5577

Increment	Lane I Non-Degree	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: BA+30	Lane V Name: MA	Lane VI Name: MA+15	LANE VII Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7802	\$ 9400 4	\$ 9870 1	\$ 10,340	\$ 11,092 1	\$ 11,562	\$ 12,032
1	7990	9823 6	10,293 1	10,763	11,562	12,032	12,502
2	8178	10,246 16	10,716 0	11,186 1	12,032	12,502	12,972
3	8366	10,716 9	11,186 1	11,656 1	12,502 5.5	12,972	13,442
4	8554	11,186 6	11,656 7	12,126	12,972 3	13,442	13,912
5	8742	11,656 5.5	12,126 2	12,596	13,442 1.5	13,912	14,382
6	8930	12,126 11	12,596 4	13,066 1	13,912 5	14,382 1	14,852
7	9118	12,596 6	13,066 2	13,536 4	14,382 6	14,852	15,322
8	9306	13,066 4	13,536 5.4	14,006	14,852 8	15,322 2	15,792 1
9	9494	13,536 0	14,006	14,476	15,322 4	15,792 1	16,262 2
10	9682	14,006 5	14,476	14,946 2	15,792 3	16,262 2	16,732 3
11	9870	14,476 20	14,946 20	15,416 13	16,262 4	16,732	17,202 1
12	10,058 3				16,732 9	17,202	17,672
13					17,202 3	17,672	18,142
14					17,672 4	18,142	18,612 1
15					18,142 34	18,612 6.5	19,082 10
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 30,174	\$ 1,108,908.60	\$ 586,663.40	\$ 320,587.00	\$ 1,477,139.50	\$ 211,805.50	\$ 325,381.00
FTE Per Lane	3	92.5	43.4	22.0	91.0	12.5	18.0

- A. Total Base Salary Cost (All Lanes) \$ 4,060,659.00
- B. Career Increments/Longevity (Total Costs) \$ -
- C. Total Salary Schedule Costs (A + B) \$ 4,060,659.00
- D. Total FTE Teaching Staff (All Lanes) 282.4
- E. Average Teacher Salary* (C ÷ D) \$ 14,328.36

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting William Halverson Position Supt. Phone (515) 792-5809

Name of School District Newton Community Schools AEA No. XI Fall 1976 Enrollment 4529

Increment	Lane I Name: _____	Lane II Non- Name: Degree	Lane III Name: BA	Lane IV Name: BA+15	Lane V Name: BA+30	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1			9000- 7.5	9450- 1	9630	10080
2			9360- 8.5	9810- 1	9990	10530
3			9720- 10	10170-1	10350	10980
4			10080-7	10530-1	10710-1	11430-1
5			10440-9	10890-2	11070-1	11880-2
6			10800-8	11250-1	11430	12330-2
7			11160-6	11610-3	11790	12780-6.5
8			11520-1	11970-1	12150	13230-1.5
9			11880-1.5	12330-2	12510	13680-4
10			12240-5	12690-1	12870	14130-4
11		8280- 2	12600-17	13140-1	13320	14580-4
12				13680-37	13860-3	15030-7
13						15480-6
14						15930-39
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ _____	\$ <u>6,560</u>	\$ <u>866,880</u>	\$ <u>676,440</u>	\$ <u>63,360</u>	\$ <u>1,151,685</u>
FTE Per Lane		<u>2</u>	<u>80.5</u>	<u>52</u>	<u>5</u>	<u>77</u>

Increment	LANE VII Name: MA+15	LANE VIII Name: MA+30	LANE IX Name: MA+45	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1	10350	10800	11250			
2	10800	11250	11700			
3	11250	11700-1	12150			
4	11700	12150	12600			
5	12150	12600	13050			
6	12600	13050	13500-1			
7	13050-1	13500	13950			
8	13500	13950	14400			
9	13950-1	14400-1	14850			
10	14400-1	14850	15300			
11	14850	15300	15750			
12	15300	15750-1	16200			
13	15750	16200	16650			
14	16200-9	16650	17100			
15		17100-1	17550			
16		17550-10	18000-4			
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ <u>187,200</u>	\$ <u>217,350</u>	\$ <u>85,500</u>	\$ _____	\$ _____	\$ _____
FTE Per Lane	<u>12</u>	<u>14</u>	<u>5</u>			

- A. Total Base Salary Cost (All Lanes) \$ 3,264,975.
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 3,264,975.
- D. Total FTE Teaching Staff (All Lanes) 247.5
- E. Average Teacher Salary* (C ÷ D) \$ 13,191.81

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Keith D. Hopkins Position Supt. Phone (515)964 - 0703

Name of School District ANKENY AEA No. 11 Fall 1976 Enrollment 4,250

Increment	Lane I Name: B.A.		Lane II Name: B.A.+20		Lane III Name: M.A.		Lane IV Name: M.A. +15		Lane V Name: M.A.+30		Lane VI Name:	
	Salary-Staff		Salary-Staff		Salary-Staff		Salary-Staff		Salary-Staff		Salary-Staff	
0	\$ 9,375	5	\$ 9,796	1	\$ 10,312		\$ 10,781		\$ 11,250		\$	
1	9,937	15½	10,218	2	10,871	1	11,250		11,718			
2	10,500	15	10,640	2	11,250	4	11,718		12,187			
3	10,875	9	11,156	4	11,718	2	12,187		12,656			
4	11,250	16	11,718	6	12,187	2	12,656	1	13,125			
5	11,625	7	12,281	13	12,750	5	13,171		13,593			
6	12,000	7½	12,843	5	13,406	4	13,734		14,062			
7	12,281	5	13,312	4	14,062	3	14,390	1	14,718			
8	12,562	3	13,687	3	14,718		15,093		15,468			
9	12,843	3	14,062	4	15,281	3	15,703		16,125			
10	13,125	1	14,343	1	15,843	3	16,312		16,781			
11	13,406	2	14,625	4	16,218	1	16,828	1	17,437	1		
12	13,687	1	14,906	.2	16,593	1	17,250	2	17,906			
13	13,968	8½	15,187	24	16,875	2	17,578	2	18,281	2		
14					17,062	8	17,812	10	18,562	7		
15												
16												
17												
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 1,112,965		\$ 885,382		\$ 559,580		\$ 291,650		\$ 200,714		\$	
FTE Per Lane	98.5		65		39		17		11			

A. Total Base Salary Cost (All Lanes) \$ 3,050,111
 B. Career Increments/Longevity (Total Costs) \$
 C. Total Salary Schedule Costs (A + B) \$ 3,050,111
 D. Total FTE Teaching Staff (All Lanes) 230.5
 E. Average Teacher Salary* (C ÷ D) \$13,232.58

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting David A. Wegmann Position Business Mgr. Phone (319) 874-3395

Name of School District Western Dubuque AEA No. 1 Fall 1976 Enrollment 4120

Increment	Lane I Name: 60 hrs.		Lane II Name: 90 hr.		Lane III Name: B.A.		Lane IV Name: B.A. +15		Lane V Name: M.A.		Lane VI Name: M.A. + 15	
	Salary-Staff		Salary-Staff		Salary-Staff		Salary-Staff		Salary-Staff		Salary-Staff	
0	\$ 7012		\$ 7947		\$ 9350- 11		\$ 9724		\$ 10098- 2		\$ 10472	
1	7293		8228		9724- 17		10098- 2.5		10565		10939	
2	7573		8508		10098- 7		10472- 2		11033		11407	
3	7854		8789		10472- 6		10846- 1		11500- 2		11874- 1	
4	8134		9069		10846- 11		11220- 5		11968- 3		12342	
5	8415		9350		11220- 7		11594- 4		12435- 2		12809	
6	8695		9630		11594-5.5		11968- 3		12903- 3		13277- 1	
7	8976		9911		11968- 6		12342- 2		13370- 3		13744- 1	
8	9256		10191		12343- 2		12716- 3		13838- 5		14212	
9	9537		10472		12716-2.5		13090- 3		14305- 4		14679- 1	
10	9817		10752		13090- 1		13464- 2		14773- 4		15147- 2	
11	10098- 1		11033		13464- 1		13838- 1		15240- 1		15614- 1	
12	10378		11313- 3		13838- 3		14212- 1		15708- 2		16082	
13					14212-13.5		14586- 8		16175-11		16549- 9	
14												
15												
16												
17												
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 10,098		\$ 33,939		\$1,051,503		\$469,183		\$ 592,872		\$ 248,423	
FTE Per Lane	1		3		93.5		37.5		42		16	

A. Total Base Salary Cost (All Lanes) \$ 2,406,018
 B. Career Increments/Longevity (Total Costs) \$ 6,087
 C. Total Salary Schedule Costs (A + B) \$ 2,412,105
 D. Total FTE Teaching Staff (All Lanes) 193
 E. Average Teacher Salary* (C ÷ D) \$ 12,498

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Kenneth Sand Position supt. Phone (515) 967-4294

Name of School District Southeast Polk AEA No. XI Fall 1976 Enrollment 3490

Increment	Lane I Name: BA	Lane II Name: BA +15	Lane III Name: MA	Lane IV Name: MA +15	Lane V Name: MA +30	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,250	\$ 9,620	\$ 10,175	\$ 10,637	\$ 11,100	\$
1	9,620	9,990	10,637	11,100	11,562	
2	10,082 - 11	10,452 - 1	11,100 - 1	11,562	12,025	
3	10,545 - 11	10,915 - 3	11,562	12,025	12,487	
4	11,007 - 7	11,377 - 3	11,025 - 1	12,487	12,950	
5	11,377 - 9	11,747 - 2	11,487 - 2	12,950	13,412	
6	11,747 - 3	12,117 - 4	12,950	13,412	13,875	
7	12,117 - 5	12,487 - 4	13,412 - 1	13,875	14,337 - 1	
8	12,487 - 5	12,857 - 5	13,875 - 3	14,337	14,800 - 1	
9	12,857 - 1	13,227 - 1	14,337	14,800	15,262	
10	13,227 - 5	13,597 - 2	14,800 - 2	15,262	15,725 - 1	
11		13,967 - 2	15,262 - 2	15,725 - 1	16,187 - 1	
12		14,337 - 4	15,725 - 1	16,187 - 1	16,650 - 1	
13		14,707 -36	16,187	16,650 - 1	17,112 - 1	
14			16,650 -16	17,112 - 4	17,575 - 3	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 643,592	\$ 918,678	\$ 445,385	\$ 117,010	\$ 147,536	\$
FTE Per Lane	57	67	29	7	9	

- A. Total Base Salary Cost (All Lanes) \$2,272,201
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$2,272,201
- D. Total FTE Teaching Staff (All Lanes) 169
- E. Average Teacher Salary* (C ÷ D) \$ 13,445

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Melvin E. Heiler Position Superintendent Phone (319) 285-4819

Name of School District North Scott Community AEA No. Ix Fall 1976 Enrollment 3,450

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,450.00 15	\$ 9,922.50	\$ 10,395.00	\$ 10,867.50	\$ 11,340.00	\$ 11,812.50
1	9,922.50 10	10,395.00	10,867.50	11,340.00	11,812.50	12,285.00
2	10,395.00 18	10,867.50 1	11,340.00	11,812.50	12,285.00	12,757.50
3	10,867.50 16	11,340.00	11,812.50	12,285.00 1	12,757.50	13,230.00
4	11,340.00 7	11,812.50 1	12,285.00	12,757.50 1	13,230.00 1	13,702.50
5	11,812.50 9	12,285.00 1	12,757.50	13,230.00 1	13,702.50 2	14,175.00
6	12,285.00 6	12,757.50 4	13,230.00	13,702.50 2	14,175.00 1	14,647.50
7	12,757.50 6	13,230.00 2	13,702.50	14,175.00 1	14,647.50	15,120.00
8	13,230.00 4	13,702.50 2	14,175.00	14,647.50	15,120.00	15,592.50
9	13,702.50 5	14,175.00 1	14,647.50 1	15,120.00 1	15,592.50	16,065.00
10	14,175.00 23	14,647.50	15,120.00 1	15,592.50 1	16,065.00	16,537.50
11		15,120.00 8	15,592.50 2	16,065.00 3	16,537.50	17,010.00
12			16,065.00 9	16,537.50 1	17,010.00 1	17,482.50
13				17,010.00 10	17,482.50	17,955.00
14					17,955.00 4	18,427.50
15						18,900.00 2
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 1,385,370.00	\$ 275,175.00	\$ 190,417.50	\$ 345,397.50	\$ 193,640.00	\$ 37,800.00
FTE Per Lane	119	20	12	22	9	2

- A. Total Base Salary Cost (All Lanes) \$ 2,377,800
- B. Career Increments/Longevity (Total Costs) \$ -0-
- C. Total Salary Schedule Costs (A + B) \$ 2,377,800
- D. Total FTE Teaching Staff (All Lanes) 184
- E. Average Teacher Salary* (C ÷ D) \$ 12,922.83

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Betty Johnson Position Admin. Asst. Phone (515) 278-4765

Name of School District Urbandale Community AEA No. 11 Fall 1976 Enrollment 3449

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9407	\$ 9783- 1	\$10160- 1	\$10536	\$10818	\$11288
1	9783- 4	10160- 1	10536- 1	10959	11241- .5	11712
2	10160-10	10536- 1	10912- 1	11382- 1	11665- 1	12135
3	10583-11	10959- 2	11335- 2	11853- 1	12135	12605
4	11006- 7	11382- 2.5	11759- 1	12323- 1.75	12605	13076- 1
5	11430- 6.8	11806- 4	12182- 1	12794- 6	13076- 1	13546
6	11853- 2	12229- 2	12605- 1	13264- 2	13546	14016
7	12276- 2	12652- 6	13029- 2	13734- 4	14016- 1	14487
8	12699- 1	13076- 2	13452	14205- 4	14487- 1	14957
9	13123- 1	13499- 2	13875- 2	14675- 1	14957	15427- 1
10	13546	13922- 1.75	14299	15145- 1	15427	15898
11	13969	14346- 5	14722- 1	15616- 2	15898- 2	16368
12	14346- 6	14722- 5	15098- 2	16039	16321- 2	16792- 1
13	14722- 1	15098-15	15475- 1	16462- 2	16744- 1	17215
14	15098- 3	15475- 3	15851- 8	16886	17168	17638- 1
15				17309-10	17591- 4	18061
16						18485- 4
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 632,083	\$ 724,195	\$ 331,833	\$ 526,914	\$210,410	\$136,873
FTE Per Lane	54.8	53.25	24	35.75	13.5	8

- A. Total Base Salary Cost (All Lanes) \$2,562,308
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$2,562,308
- D. Total FTE Teaching Staff (All Lanes) 189.3
- E. Average Teacher Salary* (C ÷ D) \$ 13,536

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting G. J. Lorber Position Sup't. Phone (515) 228-3557

Name of School District Charles City Community AEA No. 2 Fall 1976 Enrollment 3060

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name: MA+10	Lane VI Name: MA+20	Lane VII Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,329.20 - 8	\$ 9,795.66 - 0	\$ 10,262.12 - 0	\$ 10,728.58 - 1	\$ 11,195.04 - 0	\$ 11,661.50 - 0	\$ 12,127.96 - 0
1	9,702.37 - 8	10,168.83 - 0	10,635.29 - 0	11,101.75 - 0	11,568.21 - 0	12,034.67 - 0	12,501.13 - 0
2	10,075.54 - 8	10,542.00 - 3	11,008.46 - 0	11,474.32 - 0	11,941.38 - 0	12,407.84 - 0	12,874.30 - 0
3	10,448.70 - 7	10,915.16 - 2	11,381.62 - 0	11,848.08 - 1	12,314.54 - 0	12,781.00 - 0	13,247.46 - 0
4	10,821.87 - 2	11,288.33 - 1	11,754.79 - 1	12,221.25 - 2	12,687.71 - 0	13,154.17 - 0	13,620.63 - 0
5	11,195.04 - 4	11,661.50 - 1	12,127.96 - 1	12,594.42 - 0	13,060.88 - 0	13,527.34 - 0	13,993.80 - 0
6	11,568.21 - 6	12,034.67 - 2	12,501.13 - 0	12,967.59 - 1	13,434.05 - 0	13,900.51 - 0	14,366.97 - 0
7	11,941.38 - 4	12,407.84 - 1	12,874.30 - 1	13,340.76 - 1	13,807.22 - 1	14,273.68 - 0	14,740.14 - 0
8	12,314.54-1.5	12,781.00 - 2	13,247.46 - 1	13,713.92 - 1	14,180.38 - 0	14,646.84 - 0	15,113.30 - 0
9	12,687.71 - 0	13,154.17 - 4	13,620.63 - 1	14,087.09 - 3	14,553.55 - 0	15,020.01 - 0	15,486.47 - 0
10	13,060.88 - 0	13,527.34 - 1	13,993.80 - 0	14,460.26 - 2	14,926.72 - 0	15,393.18 - 0	15,859.64 - 0
11	13,434.05 - 2	13,900.51-1.5	14,366.97 - 3	14,833.43 - 2	15,299.89 - 0	15,766.35 - 0	16,232.81 - 0
12	13,807.22 -10	14,273.68 -21	14,740.14 - 24	15,206.60 - 2	15,673.06 - 2	16,139.52 - 0	16,605.98 - 0
13				15,579.76 - 2	16,046.22 - 0	16,512.68 - 0	16,979.14 - 1
14				15,952.93 - 8	16,419.39 - 2	16,885.85 - 0	17,352.31 - 0
15						17,259.02 - 2	17,725.48 - 4
16							
17							
18							
19							
20							
21							
22							
23							
Salary Cost Per Lane	\$ 673,008.	\$ 525,187.	\$ 460,489.	\$ 377,086.	\$ 77,992.12	\$ 34,518.04	\$ 87,881.
FTE Per Lane	61.5	39.5	32.0	26.0	5.0	2.0	5.0

- A. Total Base Salary Cost (All Lanes) \$2,216,163.
- B. Career Increments/Longevity (Total Costs) \$.00.
- C. Total Salary Schedule Costs (A + B) \$2,216,163.
- D. Total FTE Teaching Staff (All Lanes) 171.0
- E. Average Teacher Salary* (C ÷ D) \$ 13,077.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting JAMES L. SMITH Position SUPERINTENDENT Phone (712) 366-2531

Name of School District LEWIS CENTRAL COMMUNITY AEA No. 13 Fall 1976 Enrollment 2997

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: BA+36	Lane V Name: MA+12	Lane VI Name: MA+24	Increment	Lane VII Name: MA+
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff		Salary-Staff
0	\$ 9,000 5	\$ 9,450	\$ 9,900	\$ 10,350	\$ 10,800	\$ 11,250	0	\$ 11,700
1	9,360 4	9,828	10,296	10,764 1	11,232	11,700	1	12,168
2	9,720 10	10,206 6	10,692	11,178 2	11,664	12,150	2	12,636
3	10,080 5	10,584 1	11,088	11,592	12,096	12,600	3	13,104
4	10,440 10.5	10,962 2	11,484 1	12,006 3	12,528	13,050	4	13,572
5	10,800 4	11,340 6	11,880 1	12,420 2	12,960 2	13,500	5	14,040
6	11,160 5	11,718 5	12,276 1	12,834 5.5	13,392 3	13,950	6	14,508
7	11,520 1	12,096 5	12,672 2	13,248 2	13,824	14,400	7	14,976
8	11,880 1	12,474 3	13,068 2	13,662 1	14,256	14,850	8	15,444
9	12,240 6	12,852 3	13,464 2	14,076 3	14,688 1	15,300	9	15,912
10	12,600	13,230 0	13,860 2	14,490 3	15,120	15,750	10	16,380
11		13,608 9	14,256 0	14,904 1	15,552	16,200	11	16,848
12			14,652 8	15,318	15,984	16,650	12	17,316
13				15,732 8	16,416	17,100 1	13	17,784
14					16,848 2	17,550	14	18,252
15						18,000 1	15	18,720
16							16	19,188
17							17	
18							18	
19							19	
20							20	
21							21	
22							22	
23							23	
24							24	
Salary Cost Per Lane	\$ 535,500	\$ 479,304	\$ 258,984	\$ 431,181	\$ 114,480	\$ 35,100		\$ 32,292
FTE Per Lane	51.5	40	19	31.5	8	2		2

- A. Total Base Salary Cost (All Lanes) \$ 1,886,841
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 1,886,841
- D. Total FTE Teaching Staff (All Lanes) 154
- E. Average Teacher Salary* (C ÷ D) \$ 12,252.21

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Glenn Selzer Position Dist. Secy. Phone (319) 848-4121

Name of School District College Community AEA No. 10 Fall 1976 Enrollment 2,980

Increment	Lane I Name: Non-Deg.	Lane II Name: BA	Lane III Name: BA + 12	Lane IV Name: BA + 24	Lane V Name: MA	Lane VI Name: MA + 15	Lane VII Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8510	\$ 9200 - 8	\$ 9660 - 1	\$ 10120 - 1	\$ 10580	\$ 11040	\$ 11500
1	8740	9384 - 6	9844 - 4	10396	10948	11408	11868
2	8970	9568 - 8	10028 - 2	10672	11316	11776	12236
3	9200	10120 - 6	10580 - 3	11224 - 3	11868 - 2	12328	12788 - .5
4	9430	10580 - 6	11040 - 1	11776 - 3	12420 - 2	12880	13340
5	9660	11040 - 2	11500 - 2	12236 - 3	12972 - 1	13432	13892
6	9890	11500 - 1	11960	12696 - 3	13432 - 4	13984	14444 - 1
7	10120	11868 - 1	12420 - 1	13156	13892 - 1	14444 - 1	14996
8	10350	12236 - 1	12880	13616 - 3	14352 - 1	14904	15456 - 1
9	10580	12604 - 1	13340 - 1	14076 - 1	14812 - 1	15364 - 1	15916
10	10810 - 1	12880 - 9	13708 - 2	14444	15272 - 2	15824 - 1	16376 - 1
11			14076 - 5	14812 - 1	15640 - 2	16284	16836
12				15180 - 11.5	16008 - 1	16744 - 1	17296
13					16376 - 1	17112	17756 - 1
14					16744 - 17.5	17480 - 1.5	18216 - 4
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 10,810	\$ 516,856	\$ 258,428	\$ 398,222	\$ 545,560	\$ 149,776	\$ 143,290
FTE Per Lane	1	49	22	29.5	35.5	9	5

- A. Total Base Salary Cost (All Lanes) \$ 2,022,942
- B. Career Increments/Longevity (Total Costs) \$ 7,575
- C. Total Salary Schedule Costs (A + B) \$ 2,030,517
- D. Total FTE Teaching Staff (All Lanes) 154.5
- E. Average Teacher Salary* (C ÷ D) \$ 13,142.50

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. E. Seevers Position Superintendent Phone (515) 961-5215

Name of School District Indianola Community School Dist EA No. 11 Fall 1976 Enrollment 2925

Increment	Lane I Name: <u>90+ hrs</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A. +18</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: <u>M.A.+15</u>	Lane VI Name: <u>M.A.+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 9,350 - 7	\$ 9,550 - 1	\$ 9,950	\$	\$
1		9,700 - 9	9,900 - 1	10,300		
2		10,050 - 4	10,250	10,650		
3		10,400 - 9	10,600 - 1	11,000 - 1		
4		10,750 - 6	10,950 - 1	11,350 - 2		
5		11,100 - 7	11,300 - 1	11,700		
6		11,450 - 8	11,650	12,050 - 3		
7		11,800 - 9	12,000 - 3	12,400 - 1		
8		12,150 - 8	12,350	12,750 - 1		
9		12,500 - 2	12,700 - 1	13,100		
10		12,850 - 2	13,050 - 3	13,450 - 3		
11		13,200 - 26	13,400 - 1	13,800 - 1	14,100	14,400
12			13,750	14,150 - 2	14,450	14,750
13			14,100 - 14	14,500	14,800	15,100
14				14,850 - 18	15,150 - 3	15,450 - 4
15	10,250 - 1					
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 10,250.	\$ 1,117,650.	\$ 350,950.	\$ 444,750.	\$ 45,450.	\$ 61,800.
FTE Per Lane	1	97	27	32	3	4

- A. Total Base Salary Cost (All Lanes) \$ 2,030,850
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 2,030,850
- D. Total FTE Teaching Staff (All Lanes) 164
- E. Average Teacher Salary* (C ÷ D) \$ 12,383

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Ralph W. Gambach Position Superintendent Phone (515) 472-2655

Name of School District Fairfield Community Schools AEA No. 15 Fall 1976 Enrollment 2860

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: <u>MA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8900-3.5	\$ 9247-0.0	\$ 9594-0.0	\$ 9968-0.0	\$ 10342-0.0	\$ 10716 - 0.0
1	9247-10.0	9594-0.0	9941-0.0	10324-0.0	10716-0.0	11089 - 0.0
2	9594-6.8	9941-2.0	10288-0.0	10716-2.0	11089-0.0	11463 - 0.0
3	9941-3.5	10288-0.0	10636-0.0	11089-1.0	11463-0.0	11837 - 0.0
4	10288-7.0	10636-2.0	10983-0.0	11463-2.0	11837-0.0	12211 - 0.0
5	10636-10.8	10983-4.0	11330-1.0	11837-1.0	12211-1.0	12585 - 0.0
6	10983-4.0	11330-2.0	11677-0.0	12211-0.0	12585-0.0	12958 - 1.0
7	11330-2.0	11677-2.4	12024-1.0	12585-0.0	12958-0.0	13332 - 1.0
8	11677-4.5	12024-1.0	12371-2.0	12958-0.0	13332-0.0	13706 - 0.0
9	12024-0.0	12371-3.0	12718-1.0	13332-3.0	13706-0.0	14080 - 0.0
10	12371-4.0833	12718-3.0	13065-1.0	13706-2.0	14080-0.0	14454 - 0.0
11		13065-23.0	13412-0.0	14080-3.0	14454-1.0	14827 - 0.0
12			13759-5.0	14454-2.0	14827-0.0	15201 - 0.0
13			14107-6.0	14827-1.0	15201-0.0	15575 - 0.0
14				15201-3.0	15575-0.0	15949 - 1.0
15				15201-1.0	15575-1.0	15949 - 1.0
16				15201-1.0	15575-2.0	15949 - 0.0
17				15575-7.0	15949-1.0	16323 - 1.0
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 580,190.5	\$ 523,556.8	\$ 227,316	\$ 405,697	\$ 89,339	\$ 74,511
FTE Per Lane	56.1833	42.4	17.0	29	6.0	5.0

- A. Total Base Salary Cost (All Lanes) \$ 1900610.3
- B. Career Increments/Longevity (Total Costs) \$ 6835
- C. Total Salary Schedule Costs (A + B) \$ 1,907,445.3
- D. Total FTE Teaching Staff (All Lanes) 155.5833
- E. Average Teacher Salary* (C ÷ D) \$ 12259.96

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting James C. Murphy Position Business Manager Phone (319) 355-6429

Name of School District PLEASANT VALLEY COMMUNITY AEA No. IX Fall 1976 Enrollment 2692

Increment	Lane I Name: BA	Lane II Name: BA+10	Lane III Name: BA+20	Lane IV Name: MA	Lane V Name: MA+10	Lane VI Name: MA+20	LANE VII Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,766.00-3.6	\$ 10,254.30	\$ 10,742.60	\$ 11,230.90	\$ 11,719.20	\$ 12,207.50	\$ 12,695.80
1	10,254.30-5	10,742.60-1	11,230.90-1	11,719.20-1	12,207.50	12,695.80	13,184.10
2	10,742.60-5.5	11,230.90-3.5	11,719.20	12,207.50	12,695.80	13,184.10	13,672.40-2
3	11,230.90-4	11,719.20-6	12,207.50	12,695.80	13,184.10	13,672.40	14,160.70
4	11,719.20-2.5	12,207.50-2	12,695.80-3	13,184.10-1	13,672.40	14,160.70	14,649.00
5	12,207.50-5	12,695.80-1	13,184.10	13,672.40-1	14,160.70	14,649.00	15,137.30
6	12,695.80-3	13,184.10-5	13,672.40	14,160.70-1	14,649.00-1	15,137.30	15,625.60
7	13,184.10-1.5	13,672.40-1	14,160.70-1	14,649.00	15,137.30	15,625.60	16,113.90
8	13,672.40-7	14,160.70-5	14,649.00-2	15,137.30-2	15,625.60	16,113.90	16,602.20
9		14,649.00-9	15,137.30-4	15,625.60-2	16,113.90	16,602.20-1	17,090.50
10			15,625.60-12	16,113.90-4	16,602.20-1	17,090.50-1	17,578.80
11				16,602.20-4	17,090.50	17,578.80	18,067.10-1
12				17,090.50-10	17,578.80-3	18,067.10-2	18,555.40-2
13					18,067.10-3	18,555.40-1	19,043.70
14						19,043.70-8	19,532.00-8
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 429,622.61	\$ 439,714.15	\$ 340,833.40	\$ 416,031.60	\$ 138,188.90	\$ 240,731.90	\$ 238,778.70
FTE Per Lane	37.1	33.5	23	26	8	13	13

- A. Total Base Salary Cost (All Lanes) \$ 2,243,901.26
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 2,243,901.26
- D. Total FTE Teaching Staff (All Lanes) 153.6
- E. Average Teacher Salary* (C ÷ D) \$ 14,608.73

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Don E. Riemenschneider Position Supt. Phone (515) 432-4703

Name of School District Boone Community AEA No. 11 Fall 1976 Enrollment 2671

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30	LANE VII Name: MA+45
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,800-9	\$ 9,152	\$ 9,504	\$ 9,856	\$ 10,250	\$ 10,644	\$ 11,039
1	9,152-6	9,504	9,856	10,250	10,644	11,039	11,432
2	9,504-9	9,856	10,208	10,644	11,039-1	11,432	11,827
3	9,856-6	10,208	10,560	11,039	11,432	11,837	12,221
4	10,252-8	10,604-1	10,956-1	11,482	11,876	12,271	12,665
5	10,604-6.5	10,956-1	11,308-1	11,876-3	12,271	12,665	13,059
6	10,956-7	11,308-1	11,660	12,271-1	12,665	13,059	13,453
7	11,308-3.5	11,660-2	12,012-1	12,665-2	13,059	13,453	13,848
8	11,660-2	12,012	12,364	13,059-3	13,453	13,848	14,242
9	12,012-2.5	12,364-1	12,716	13,453-2-	13,848	14,242	14,636
10	12,364-6	12,716-2	13,068	13,848	14,242	14,636	15,030
11	12,716-8	13,068-1	13,420	14,242-2	14,636	15,030	15,425
12		13,420-19	13,772	14,636-4	15,030	15,425	15,819
13			14,124-6	15,030-10	15,425	15,819	16,213
14					15,819-9	16,213-1	16,607
15							17,002-3
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 775,258	\$ 362,032	\$ 119,020	\$ 376,820	\$ 153,410	\$ 16,213	\$ 51,006
FTE Per Lane	73.5	28	9	27	10	1	

- A. Total Base Salary Cost (All Lanes) \$ 1,853,777
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 1,853,777
- D. Total FTE Teaching Staff (All Lanes) 151.5
- E. Average Teacher Salary* (C ÷ D) \$ 12,236.15

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting KENNETH A. SMITH Position Board Secretary Phone (319) 377-0774

Name of School District MARION INDEPENDENT AEA No. 10 Fall 1976 Enrollment 2573

Increment	Lane I Name: BA		Lane II Name: BA+12		Lane III Name: BA+24		Lane IV Name: MA		Lane V Name: MA+15		Lane VI Name: MA+30		LANE VII Name: MA+45	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 9,300	5.5	\$ 9,579	1.0	\$ 9,951		\$ 10,323		\$ 10,695		\$ 11,067		\$ 11,439	
1	9,486	5.0	9,765		10,137		10,509		10,881		11,253		11,625	
2	9,672	3.0	9,951		10,323	2.0	10,788		11,160		11,532		11,904	
3	9,951	5.0	10,230		10,602		11,160	1.0	11,532		11,904		12,276	
4	10,509	5.0	10,788	2.0	11,160	1.0	11,718	1.0	12,090		12,462		12,741	
5	10,974	3.0	11,253		11,625	1.0	12,183		12,555		13,020		13,299	
6	11,346	6.0	11,718	1.0	12,090	1.0	12,648	2.0	13,020		13,485		13,857	1.0
7	11,718	3.0	12,090	1.0	12,462	.5	13,113	1.0	13,485		13,950		14,322	
8	12,090	10.5	12,462	5.0	12,834		13,578	1.0	13,950		14,415		14,787	
9			12,834	.9	13,206		14,043	3.0	14,415		14,880		15,252	
10			13,113	14.9	13,485	1.0	14,415	1.0	14,787		15,252		15,717	
11					13,764	2.0	14,694		15,159		15,624		16,089	
12					14,043	20.0	14,973	2.0	15,438	2.0	15,996		16,461	1.0
13							15,252	1.6	15,810		16,368		16,833	
14							15,531	2.0	16,089		16,647		17,205	
15							15,717	7.0	16,275		16,926		17,484	
16									16,368	1.0	17,205		17,763	
17											17,391	1.0	18,042	
18											17,484	2.0	18,321	1.0
19													18,507	
20													18,600	2.0
21														
22														
23														
24														
Salary Cost Per Lane	\$ 492,993		\$ 324,208		\$ 383,625		\$ 326,840		\$ 47,244		\$ 52,359		\$ 85,839	
FTE Per Lane	46.0		25.8		28.5		22.6		3.0		3.0		5.0	

A. Total Base Salary Cost (All Lanes) \$ 1,713,108
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$ 1,713,108
 D. Total FTE Teaching Staff (All Lanes) 133.9
 E. Average Teacher Salary* (C ÷ D) \$ 12,793.94

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C.T. Roberts Position Superintendent Phone (712) 262-1742

Name of School District SPENCER COMMUNITY AEA No. 3 Fall 1976 Enrollment 2508

Increment	Lane I Name: BA		Lane II Name: BA+15		Lane III Name: BA+30		Lane IV Name: MA		Lane V Name: MA+15		Lane VI Name: MA+30	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 8,900	-5	\$ 9,345	-1	\$ 9,790		\$ 10,235		\$ 10,680		\$ 11,125	
1	9,345	-3	9,790		10,235		10,680		11,125	-1	11,570	
2	9,790	-7	10,235	-1	10,680		11,125		11,570		12,015	
3	10,235	-5	10,680		11,125		11,570		12,015		12,460	
4	10,680	-5	11,125	-2	11,570		12,015		12,460		12,905	
5	11,125	-6	11,570		12,015		12,460		12,905		13,350	
6	11,570	-2	12,015	-2	12,460	-1	12,905	-3	13,350		13,795	
7	12,015	-7	12,460	-1	12,905	-1	13,350	-1	13,795		14,240	
8	12,460		12,905	-3	13,350		13,795	-2	14,240		14,685	
9	12,905	-5	13,350	-1	13,795	-1	14,240	-1	14,685		15,130	
10	13,350	-2	13,795	-1	14,240		14,685	-1	15,130		15,575	
11	13,528	-2	14,240	-1	14,685		15,130	-2	15,575		16,020	
12	13,706	-1	14,418	-2	14,863	-2	15,575	-3	16,020		16,465	
13	13,884	-5	14,596	-3	15,041	-1	15,753	-4	16,465	-2	16,910	
14			14,774	-9	15,219	-1	15,931	-2	16,643	-2	17,088	
15					15,397	-7	16,109	-3	16,821	-1	17,266	-1
16							16,287	-2	16,999		17,444	
17									17,177	-1	17,622	
18											17,800	-2
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 621,042		\$ 364,010		\$ 247,525		\$ 361,340		\$ 111,339		\$ 52,332	
FTE Per Lane	55.0		27.0		14.0		24.0		7.0		3.0	

A. Total Base Salary Cost (All Lanes) \$ 1,757,588
 B. Career Increments/Longevity (Total Costs) \$ 650
 C. Total Salary Schedule Costs (A + B) \$ 1,758,238
 D. Total FTE Teaching Staff (All Lanes) 130
 E. Average Teacher Salary* (C ÷ D) \$ 13,525

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Glenn Brostrom Position Superintendent Phone (319) 352-3630

Name of School District Waverly-Shell Rock Community AEA No. 7 Fall 1976 Enrollment 2493

Increment	Lane I Name: 90 Hrs	Lane II Name: BA	Lane III Name: BA + 15	Lane IV Name: BA + 30	Lane V Name: MA	Lane VI Name: MA + 15	Lane VII Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,872	\$ 9,600 - 3	\$ 9,984	\$ 10,368	\$ 10,752	\$ 11,136	\$ 11,520
1	8,160	9,984 - 6.60	10,368	10,752	11,136	11,520	11,904
2	8,448	10,368 - 5	10,752	11,136	11,520 - 1	11,904	12,288
3	8,736	10,752 - 6	11,136	11,520	11,904	12,288	12,672
4	9,024	11,136 - 3.50	11,520 - 3	11,904	12,288	12,672	13,056
5	9,312	11,616 - 2	12,000 - 1	12,384	12,768	13,152 - 1	13,536
6	9,600	12,000 - 4	12,384 - .66	12,768	13,248 - 2.50	13,632	14,016
7	9,888	12,384 - 4	12,768 - 1	13,152	13,728 - 3	14,112	14,496
8	10,176	12,768 - 1	13,152 - 2	13,536	14,208 - 2	14,592	14,976
9	10,464 - 4	13,152 - 1.16	13,536 - 2	13,920 - 2	14,688 - 2	15,072	15,552 - 1
10		13,632 - 1	14,016	14,400 - 1	15,168 - 2	15,552	16,128
11		14,112 - 9	14,496 - 2	14,880 - 3	15,648 - 2	16,128	16,704
12			14,976 - 9	15,360 - 9	16,128 - 4	16,704 - 3	17,280
13					16,608 - 9	17,280 - 8	17,856 - 1
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 41,856.00	\$ 539,454.72	\$ 284,653.44	\$ 284,653.44	\$ 419,232.00	\$ 201,504.00	\$ 33,408
FTE Per Lane	4	46.26	20.66	15	27.50	12	2

- A. Total Base Salary Cost (All Lanes) \$ 1,804,761.60
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 1,804,761.60
- D. Total FTE Teaching Staff (All Lanes) 127.42
- E. Average Teacher Salary* (C ÷ D) \$ 14,163.88

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert E. Horsfall Position Supt. of School Phone (515) 832-1510

Name of School District Webster City Community AEA No. 5 Fall 1976 Enrollment 2400

Increment	Lane I Name: BA	Lane II Name: BA + 10	Lane III Name: BA + 20	Lane IV Name: MA	Lane V Name: MA + 15	Lane VI Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9080 4	\$ 9443	\$ 9806	\$ 10351	\$ 10714	\$ 11078
1	9443 6	9806 1.5	10170	10714	11078	11441
2	9806 4	10170 2	10533 1	11078	11441	11804
3	10170 4.5	10533 2	10896	11441	11804	12167
4	10624 3	10987 2	11350	11895 .5	12258	12621
5	11078 2.5	11441 1	11804	12349 3	12712	13075
6	11532	11895 3	12258 1	12803 2.6	13166	13529
7	11986 2	12349 2	12712 2	13257	13620	13983
8	12440	12803 4.1	13166	13711 1	14074	14437
9	12894 1	13257 4	13620	14165 4	14528	14891
10	13348 2	13711 6	14074	14619 1	14982	15345
11	13711 2	14074 3	14528 1	15073 2	15436	15799
12	14074 1	14437 11.5	14891 11	15436	15799	16162
13				15799 15.5	16162 7.6	16526 3
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 342,592.00	\$ 545,946.80	\$ 226,544.00	\$ 436,302.80	\$ 122,831.20	\$ 49,578.00
FTE Per Lane	32.0	42.1	16	29.6	7.6	3

- A. Total Base Salary Cost (All Lanes) \$ 1,624,638.80
- B. Career Increments/Longevity (Total Costs) \$ ---
- C. Total Salary Schedule Costs (A + B) \$ 1,624,638.80
- D. Total FTE Teaching Staff (All Lanes) 130.3
- E. Average Teacher Salary* (C ÷ D) \$ 12,468.45

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Rozella Morgan Position Supt. Secretary Phone (319) 283-3536

Name of School District Oelwein Community AEA No. 1 Fall 1976 Enrollment 2384

Increment	Lane I Name: <u>120 hrs.</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A.+12</u>	Lane IV Name: <u>B.A.+24</u>	Lane V Name: <u>M.A.</u>	Lane VI Name: <u>M.A.+15</u>	Lane VII Name: <u>M.A.+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7550	\$ 9250 - 7	\$ 9620 - 1	\$ 9990 - 1	\$ 10545	\$ 11008	\$ 11470
1	7650	9620 - 2	9990 - 1	10360 - 1	10961	11424	11886
2	7750	9990 - 7	10360 - 3	10730	11378	11840	12303
3	7850	10360 - 6	10730 - 1	11100	11794 - 1	12256	12719
4	7950	10776 - 4	11146	11516	12210	12673	13135
5	8050 - 1	11193 - 3	11563 - 3	11933	12626 - 1	13089	13551
6	8150	11609 - 5.5)	11979 - 1	12349	13043	13505	13968
7	8250	12025 - 6	12395	12765	13459 - 1	13921	14384
8	8350 - 1	12441 - 4	12811	13181	13875 - 1	14338	14800
9	8450	12858 - 2	13228 - 1	13598	14291	14754	15216
10	8550 - 1	13274 - 2	13644 - 1	14014	14708	15170	15633
11		13690 - 14	14060 - 12	14430 - 8	15124 - 1	15586	16049
12					15540 - 13	16003 - 2	16465 - 2
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 24,950	\$ 722,450	\$ 303,680	\$ 148,139	\$ 268,898	\$ 32,006	\$ 32,930
FTE Per Lane	3	62.5	24	11	18	2	2

- A. Total Base Salary Cost (All Lanes) \$1,533,053
- B. Career Increments/Longevity (Total Costs) \$ 4,012
- C. Total Salary Schedule Costs (A + B) \$1,537,065
- D. Total FTE Teaching Staff (All Lanes) 122.5
- E. Average Teacher Salary* (C ÷ D) \$12,547.47

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Vance Stead Position Superintendent Phone (712)546-4155

Name of School District Le Mars Community AEA No. 12 Fall 1976 Enrollment 2,356.58

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A.+15</u>	Lane III Name: <u>B.A.+30</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: <u>M.A.+15</u>	Lane VI Name: <u>M.A.+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9050 - 5	\$ 9502	\$ 9955	\$ 10407 - 1	\$ 10860	\$ 11312
1	9412 - 6	9864	10317	10769 - 1	11222	11674
2	9774 - 5	10226	10679	11131	11584	12036
3	10136 - 4	10588	11041	11493	11946	12398
4	10498 - 8	10950 - 2	11403 - 1	11855 - 2	12308	12760
5	10860 - 7	11312 - 3	11765	12217 - 1	12670	13122
6	11222 - 6	11674	12127	12579 - 3	13032	13484
7	11584 - 3.5	12036	12489	12941 - 2	13394	13846
8	11946 - 1	12398 - 1	12851	13303 - 1	13756 - 1	14208
9	12308 - 2	12760 - 2	13213 - 1	13665 - 2	14118	14570
10	12670 - 1	13122	13575	14027 - 1	14480	14932
11	13032 - 11	13484	13937 - 2	14389 - 4	14842	15294
12		13846 - 7.6	14299	14751 - 3	15204	15656
13			14661 - 8.5	15113 - 2	15566	16018
14				15475 - 15	15928 - 1	16380
15					16290 - 2	16742
16						17104 - 1
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 651,600	\$ 198,984	\$ 177,108	\$ 539,542	\$ 62,264	\$ 17,104
FTE Per Lane	59.5	15.6	12.5	38.0	4.0	1.0

- A. Total Base Salary Cost (All Lanes) \$1,646,602
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$1,646,602
- D. Total FTE Teaching Staff (All Lanes) 130.60
- E. Average Teacher Salary* (C ÷ D) \$12,608

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Michael Slusher Position Superintendent Phone (515) 236-3177

Name of School District Grinnell-Newburg AEA No. 6 Fall 1976 Enrollment 2,335

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,925 - 4	\$ 9,225	\$ 9,525	\$ 10,000	\$ 10,425	\$ 10,850
1	9,275 - 6	9,600	9,925 - 1	10,425	10,850	11,275
2	9,625 - 12.4	9,975 - 1	10,325	10,850	11,275	11,700 - 1
3	9,975 - 8	10,350	10,725	11,275 - 1	11,700	12,125
4	10,325 - 4	10,725 - 4	11,125 - 1	11,700 - 1	12,125	12,550
5	10,675 - 6	11,100 - 5	11,525	12,125 - 1	12,550	12,975 - 1
6	11,025 - 2	11,475	11,975	12,550	12,975	13,400
7	11,425 - 1	11,875 - 3	12,325	12,975 - 3	13,400	13,825
8	11,825	12,275 - 2	12,725 - 1	13,400 - 1	13,825	14,250
9	12,275 - 3	12,725	13,125 - 2	13,825 - 2	14,250	14,675
10	12,775 - 4	13,225 - 15.5	13,525 - 10.5	14,250 - 1	14,675	15,100
11				14,675 - 11	15,100 - 7	15,525 - 1
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 517,250	\$ 373,537.50	\$ 202,037.50	\$ 290,750	\$ 105,700	\$ 10,200
FTE Per Lane	50.4	30.5	15.5	21	7	3

Increment	LANE VII Name: M+45	LANE VIII Name: Ph. D. Ed.	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 11,275	\$ 11,700	\$	\$	\$	\$
1	11,700	12,125				
2	12,125	12,550				
3	12,550	12,975				
4	12,975	13,400				
5	13,400	13,825				
6	13,825	14,250				
7	14,250	14,675				
8	14,675	15,100				
9	15,100	15,525				
10	15,525	15,950				
11	15,950 - 2	16,375				
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$31,900	\$ -0-	\$	\$	\$	\$
FTE Per Lane	2	0				

- A. Total Base Salary Cost (All Lanes) \$1,561,375.00
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$1,561,375.00
- D. Total FTE Teaching Staff (All Lanes) 129.4
- E. Average Teacher Salary* (C ÷ D) \$ 12,066.26

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting William R. Raisch Position Superintendent Phone (319) 927-3515

Name of School District West Delaware Co. Community AEA No. I Fall 1976 Enrollment 2329

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA/BS	Name: BA + 12	Name: BA + 24	Name: MA/MS	Name: MA + 15	Name: Educ. Specialist
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9150 - 7	\$ 9608	\$ 10065	\$ 10522	\$ 10980	\$ 11437
1	9516 - 5	9973 - 1	10431	10889	11346	11804
2	9882 - 3	10340	10797	11254	11712	12169
3	10248 - 6	10705 - 1	11163 - 1	11621	12078	12536 - 1
4	10614 - 5	11072 - 1	11529	11986	12444	12901
5	10980 - 4	11437 - 3	11895	12353	12810	13268
6	11346 - 3.4	11804	12261	12718	13176	13633
7	11712 - 2	12169 - 2	12627 - 1	13085 - 1	13542	14000
8	12078 - 1	12536 - 1	12993 - 1	13450 - 1	13908	14365
9	12444 - 1	12901 - 3	13359	13817	14274	14732
10	12810 - 1	13268 - 1	13725 - 1	14182 - 1	14640	15097
11	13176	13633	14091	14549 - 2	15006	15464
12	13542 - 5	14000	14457	14914 - 2	15372 - 1	15829
13	13742 - 4	14200 - 1	14823	15281 - 4	15738	16196
14	13942 - 9	14400 - 2	15023 - 5	15646 - 1	16104	16561
15	14142 - 11	14600 - 4	15223 - 2	15846	16304 - 1	16761
16			15423 - 7	16046 - 5	16504 - 1	16961
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 803,051	\$ 256,306	\$ 264,030	\$ 256,645	\$ 48,180	\$ 12,536
FTE Per Lane	67.4	20.0	18.0	17.0	3.0	1.0

- A. Total Base Salary Cost (All Lanes) \$ 1,640,748
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 1,640,748
- D. Total FTE Teaching Staff (All Lanes) 126.4
- E. Average Teacher Salary* (C ÷ D) \$ 12,990

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting J.W. JELER Position BUSINESS MANAGER Phone (515) 842-6551

Name of School District KNOXVILLE COMMUNITY AEA No. 11 Fall 1976 Enrollment 2266

Increment	Lane I	Lane II	Lane III	Lane IV (MA or	Lane V	Lane VI
	Name: BA	Name: BA + 12	Name: BA + 24	Name: BA + 45)	Name: MA + 15	Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,050.00-5	\$ 9,275.00-1	\$ 9,525.00	\$ 9,750.00	\$ 9,950.00	\$ 10,250.00
1	9,321.50-3	9,553.25-2	9,810.75-1	10,042.50	10,348.00	10,660.00
2	9,593.00-5	9,831.50-1	10,096.50	10,432.50	10,746.00	11,070.00
3	9,955.00-3	10,202.50	10,477.50	10,822.50	11,144.00	11,480.00
4	10,317.00-3	10,573.50-4	10,858.50	11,212.50	11,542.00	11,890.00
5	10,679.00	10,944.50-1	11,239.50	11,602.50	11,940.00	12,300.00
6	11,041.00-1	11,315.50-2	11,620.50-1	11,992.50	12,338.00	12,710.00
7	11,403.00-2.5	11,686.50-2	12,001.50-2	12,382.50-1	12,736.00-1	13,120.00
8	11,765.00-1	12,057.50-2	12,382.50-1	12,772.50-2	13,134.00-1	13,530.00
9	12,127.00	12,428.50-2	12,763.50-1	13,162.50-2	13,532.00	13,940.00
10	12,489.00	12,799.50-2	13,144.50-2	13,552.50-3	13,930.00	14,350.00-0.5
10.1	12,589.00					
10.2	12,639.00					
10.3	12,789.00					
10.4	12,889.00					
10.5	13,089.00					
11		13,170.50-4	13,525.50-1	13,942.50	14,328.00	14,862.50
12		13,541.50	13,906.50-1	14,332.50-1	14,726.00-1	15,375.00
13		13,912.50	14,287.50	14,722.50-2	15,124.00-2	15,887.50-1
13.1		14,012.50	14,387.50-2	14,922.50	15,324.00	16,087.50
13.2		14,112.50-2	14,487.50-7	15,122.50-2	15,524.00-1	16,287.50
13.3		14,212.50	14,587.50-2	15,322.50-4	15,724.00	16,487.50-1
13.4		14,312.50	14,687.50-1	15,522.50-5	15,924.00-3	16,687.50-2
13.5		14,512.50	14,887.50-2	15,722.50-7	16,124.00	16,887.50-1
Salary Cost Per Lane	\$ 251,952.	\$ 292,933.50	\$ 328,126.25	\$ 427,922.50	\$ 134,140.	\$ 89,812.50
FTE Per Lane	25.5	25	24	29	9	5.5

- A. Total Base Salary Cost (All Lanes) \$ 1,524,896.75
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 1,524,896.75
- D. Total FTE Teaching Staff (All Lanes) 119
- E. Average Teacher Salary* (C ÷ D) \$ 12,922.35

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Margaret Straate Position Secretary Phone (319) 568-3409

Name of School District Allamakee Community AEA No. 1 Fall 1976 Enrollment 2,254

Increment	Lane I 2 yr. Name: 60 hr.	Lane II 3 yr. Name: 90 hr.	Lane III Name: B.A.	Lane IV Name: BA + 15	Lane V Name: M.A.	Lane VI Name: MA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,734	\$ 7,280	\$ 9,100 - 6	\$ 9,464	\$ 10,010	\$ 10,374
1	6,989	7,535	9,446 - 2	9,810	10,447	10,811
2	7,244	7,790	9,792 - 2.5	10,156	10,884	11,248
3	7,498	8,044	10,137 - 6	10,501	11,320	11,684
4	7,753	8,299	10,483 - 4	10,847 - 1	11,757	12,121
5	8,008 - 3	8,554	10,829 - 1	11,193	12,194	12,558
6		8,809	11,175 - 3	11,539	12,631 - 1	12,995
7		9,064 - 5.5	11,521 - 3	11,885	13,068	13,432
8			11,866 - 3	12,230 - 1	13,504 - 1	13,868
9			12,212 - 4	12,576 - 3	13,941	14,305
10			12,558 - 1	12,922 - 5	14,378 - 1	14,742
11			12,904 - 1	13,268 - 2	14,815 - 1	15,179 - 2
12			13,250 - 18.5	13,614 - 6	15,252 - 2	15,616
13					15,688 - 2	16,052
14					16,125 - 10	16,489 - 4
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 24,024	\$ 49,852	\$ 634,676	\$ 233,635	\$ 278,458	\$ 96,314
FTE Per Lane	3	5.5	55	18	18	6

A. Total Base Salary Cost (All Lanes) \$1,316,959
 B. Career Increments/Longevity (Total Costs) \$ -0-
 C. Total Salary Schedule Costs (A + B) \$1,316,959
 D. Total FTE Teaching Staff (All Lanes) 105.5
 E. Average Teacher Salary* (C ÷ D) \$ 12,483.02

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Jack E. Hoenshel Position Superintendent Phone (515) 856-3265

Name of School District Centerville Comm. School Dist. AEA No. 15 Fall 1976 Enrollment 2,250

Increment	Lane I Name: B.A.	Lane II Name: B.A.+12	Lane III Name: B.A.+ 24	Lane IV Name: M.A.	Lane V Name: M.A.+12	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,850 7	\$ 9,204	\$ 9,558	\$ 9,912	\$ 10,266	\$
1	9,204 8	9,558	9,912	10,266	10,620	
2	9,558 5	9,912 3	10,266 1	10,620	10,974	
3	9,912 6	10,266 1	10,620	10,974 1	11,328	
4	10,266 8	10,620 1	10,974	11,328	12,682	
5	10,620 1	10,974 2	11,328	11,682	12,036	
6	10,974 4	11,328	11,682	12,036 3	12,390	
7	11,328 2	11,682 2	12,036	12,390 1	12,744	
8	11,682 1	12,036	12,390	12,744	13,098	
9	12,036 1	12,390 1	12,744 2	13,098	13,452	
10	12,390 2	12,744 2	13,098	13,452 1	13,806	
11	12,744	13,098 1	13,452	13,806 1	14,160 1	
12		13,452 6	13,806	14,160 1	14,514	
13			14,160 4	14,514	14,868	
14				14,868 1	15,222	
15				15,222 26	15,576 1	
16					15,930 8	
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$450,642	\$227,622	\$92,394	\$511,530	\$157,176	\$
FTE Per Lane	45	19	7	35	10	

A. Total Base Salary Cost (All Lanes) \$ 1,439,364.
 B. Career Increments/Longevity (Total Costs) \$ 3,340.
 C. Total Salary Schedule Costs (A + B) \$ 1,442,704.
 D. Total FTE Teaching Staff (All Lanes) 116
 E. Average Teacher Salary* (C ÷ D) \$ 12,437.10

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Warren L. Proctor Position Ass't Supt. Phone (319) 547-2762

Name of School District Howard-Winneshiek AEA No. I Fall 1976 Enrollment 2204

Increment	Lane I Name: 80 hrs.	Lane II Name: 90 hrs.	Lane III Name: 100 hrs.	Lane IV Name: 110 hrs.	Lane V Name: BA	Lane VI Name: BA + 10
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7535	\$ 7810	\$ 8090	\$ 8370	\$9300 5	\$9580 5
1	7860	8145	8425	8705	9720 3.6	10000
2	8185	8480	8760	9040	10135 6	10415
3	8510	8815	9095	9375	10555 6	10835 2
4	8835 .6	9150	9430	9710	10975 4.5	11255 4
5		9485	9765	10045	11395 4	11670
6		9820	10100	10380	11810 1	12090 2
7		10155 .8	10435 3.6	10715 3	12230 2.8	12510 2
8					12650 3	12925 2
9					13065 1	13345
10					13485 11	13765 6.6
11						
12						
13						
14						
15					13950 7.6	14230-9
16						
17						
18					14415	14695
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 5301.00	\$ 8124.00	\$ 37566.00	\$ 32145.00	\$ 652,023.50	\$ 360,659.00
FTE Per Lane	.6	.8	3.6	3	55.5	27.6

Increment	LANE VII Name: BA + 20	LANE VIII Name: BA + 30	LANE IX Name: MA	LANE X Name: MA + 10	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9905	\$ 10275	\$ 10695	\$ 11160	\$	\$
1	10325	10705	11125	11590		
2	10740 1	11130	11550 1	12015		
3	11160	11560	11980	12445		
4	11580	11990	12405 1	12870		
5	11995	12415	12835	13300		
6	12415	12845 1	13260	13725		
7	12835	13270	13690 1	14155		
8	13255	13700	14115	14580 1		
9	13670	14125	14545 1.8	15010 1		
10	14090 2	14555	14975 2	15440		
11		14980 1	15400 4	15865 3		
12						
13						
14						
15	14555 4	15445 3	15865 2	16330 5		
16						
17						
18						
19	15020	15910	16330	16795		
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 97,140.00	\$ 74,160.00	\$ 187,106.00	\$ 158,835.00	\$	\$
FTE Per Lane	7	5	12.8	10		

- A. Total Base Salary Cost (All Lanes) \$ 1,613,059.50
- B. Career Increments/Longevity (Total Costs) \$ -
- C. Total Salary Schedule Costs (A + B) \$ 1,613,059.50
- D. Total FTE Teaching Staff (All Lanes) 125.9
- E. Average Teacher Salary* (C ÷ D) \$ 12,812.23

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John Hunter Position Supt. Phone (712) 243-4252

Name of School District Atlantic Community AEA No. 13 Fall 1976 Enrollment 2165

Increment	Lane I Name: 90-hr.	Lane II Name: BA	Lane III Name: BA + 15	Lane IV Name: BA + 30	Lane V Name: MA	Lane VI Name: MA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8188	\$ 8,900 - 3	\$ 9,256	\$ 9,612	\$ 9,968	\$ 10,324
1	8516	9,256 - 3	9,626 - 1	9,996	10,367	10,737
2	8844	9,612 - 8	9,996	10,380	10,766	11,150
3	9172 8	9,968 - 5	10,366 - 3	10,764	11,165	11,563
4		10,324 - 3	10,736	11,148	11,564	11,976
5		10,680 - 2	11,106 - 1	11,532	11,963 - 2	12,389
6		11,036 - 4	11,476 - 4.5	11,916 - 1	12,362	12,802
7		11,392 - 4	11,846 - 2	12,300	12,761	13,215
8		11,748 - 3	12,216	12,684	13,160	13,628
9		12,104 - 2.42	12,586 - 1	13,068	13,559 - 4	14,041 - 1
10		12,460 - 1	12,956	13,452	13,958 - 2	14,454
11		12,816 - 2	13,326 - 1	13,836	14,357	14,867
12		13,172 - 6	13,696 - 1	14,220	14,756 - 2	15,280
13			14,066 - 8	14,604	15,155	15,693
14				14,988 - 2	15,554 - 3	16,106 - 1
15				15,372 - 2	15,953 - 9	16,519 - 6
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$73,376	\$504,908	\$279,300	\$72,636	\$325,829	\$129,261
FTE Per Lane	8	46.4	22.5	5	22	8

- A. Total Base Salary Cost (All Lanes) \$ 1,385,310
- B. Career Increments/Longevity (Total Costs) \$ None
- C. Total Salary Schedule Costs (A + B) \$ 1,385,310
- D. Total FTE Teaching Staff (All Lanes) 111.9
- E. Average Teacher Salary* (C ÷ D) \$12,379.89

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard A. Polansky Position Board Secretary Phone (319) 659-5026

Name of School District Central Community of Clinton County AEA No. IX Fall 1976 Enrollment 2149

Increment	Lane I Name: BA	Lane II Name: BA + 12	Lane III Name: BA + 24	Lane IV Name: MA	Lane V Name: MA + 12	Lane VI Name: MA + 24	Lane VII Name: Ph.D.
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,200 4	\$ 9,660	\$10,120	\$10,580	\$ 11,040	\$ 11,500	\$ 11,960
1	9,568 6	10,028 1	10,488	10,948	11,408	11,868	12,328
2	9,936 10	10,396	10,856	11,316	11,776	12,236	12,696
3	10,304 3	10,764 2	11,224	11,684 1	12,144	12,604	13,064
4	10,672 8	11,132	11,592 1	12,052	12,512	12,972	13,432
5	11,040 4	11,500 1.4	11,960	12,420 1	12,880	13,340 1	13,800
6	11,408 3	11,868 1	12,328	12,788 2	13,248	13,708	14,168
7	11,776 2	12,236 2	12,696	13,156	13,616	14,076 1	14,536
8	12,144 4	12,604 1	13,064	13,524 3	13,984	14,444	14,904
9	12,512 6	12,972 4	13,432	13,892 2	14,352	14,812	15,272
10		13,340 13	13,800 1	14,260	14,720	15,180	15,640
11			14,168 15	14,628 1	15,088	15,548	16,008
12				14,996 8	15,456	15,916	16,376
13					15,824 7	16,284	16,744 1
14						16,652 3	17,112
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 489,722	\$ 321,908	\$237,912	\$252,632	\$ 110,768	\$ 77,372	\$ 16,744
FTE Per Lane	25.4	25.4	17	18	7	5	1

- A. Total Base Salary Cost (All Lanes) \$ 1,507,058
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 1,507,058
- D. Total FTE Teaching Staff (All Lanes) 119.8
- E. Average Teacher Salary* (C ÷ D) \$ 12,579.78

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Leonard E. Roberts Position Superintendent Phone (319) 652-4984

Name of School District Maquoketa Comm. Schools AEA No. IX Fall 1976 Enrollment 2126

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>MA</u>	Lane IV Name: <u>MA+15</u>	Lane V Name: <u>MA+30</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9200 4	\$ 9660	\$ 10120	\$ 10580	\$ 11040	\$
1	9568 5	10074	10580	11086	11592	
2	9936 4	10488 1	11040 1	11592	12144	
3	10304 4	10902	11500	12098	12696	
4	10672 5	11316 3	11960 1	12604	13248	
5	11040 2	11730 3	12420	13110 1	13800	
6	11408 2	12144 3	12880	13616	14352	
7	11776 2	12558 4	13340 3	14122	14904	
8	12144 2	12972 4	13800 1	14628	15456	
9	12512 2	13386 2	14260	15134 1	16008	
10	12880 2	13800 2	14720 4	15640 2	16560 1	
11	13248 5	14214 22	15180 3	16146	17112	
12			15640 5	16652 1	17664 1	
13				17158 1	18216 2	
14					18768 5	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$426,720	\$585,258	\$259,440	\$93,334	\$164,496	\$
FTE Per Lane	39	44	18	6	9	

- A. Total Base Salary Cost (All Lanes) \$ 1529248
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 1529248
- D. Total FTE Teaching Staff (All Lanes) 116
- E. Average Teacher Salary* (C ÷ D) \$ 13,183.17

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Herman Vander Maten Position Bus. Manager Phone (515) 782-7028

Name of School District Creston Community AEA No. 14 Fall 1976 Enrollment 2062

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 10</u>	Lane III Name: <u>BA + 20</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 15</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8750 - 4	\$ 8925 -	\$ 9135 - 1	\$ 9537	\$ 9721	\$
1	9073 - 2	9257 - 1	9467 -	9887	10080	
2	9397 - 4	9590 -	9800 - 2	10237	10438	
3	9747 - 4	9948 - 1	10158 - 1	10613	10823	
4	10071 - 4	10281 - 3	10491 -	10963 - 3	11182	
5	10395 - 3	10613 - 1	10823	11313 - 3	11541 - 1	
6	10718 - 1	10946 - 4	11156 - 2	11663 - 1	11900	
7	11042 - 2	11278 - 2	11488	12013 - 4	12258	
8	11366 - 1	11611 - 2	11821 - 1	12390 - 2	12643	
9	11690 - 2	11943 - 2	12153	12740 -	13002	
10	12013 -	12276 - 1	12486	13090 - 4	13361 - 2	
11	12337 - 2	12608 - 2	12818	13440 - 3	13720	
12	12661 - 1	12941 - 3	13151 - 2	13790	14078	
13	12985 - 13	13273 - 6	13483 - 9	14140	14437	
14				14490 - 1	14796 - 1	
15				14840 0 5	15155 - 3	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$474,879	\$330,062	\$220,675	\$332,693	\$98,524	\$
FTE Per Lane	43	28	18	26	7	

- A. Total Base Salary Cost (All Lanes) \$ 1,456,833
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 1,456,833
- D. Total FTE Teaching Staff (All Lanes) 122
- E. Average Teacher Salary* (C ÷ D) \$ 11,941.25

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting E. A. Colbert Position Superintendent Phone (515) 394-2134

Name of School District New Hampton Community AEA No. 1 Fall 1976 Enrollment 2056

Incre- ment	Lane I Name: <u>60</u>	Lane II Name: <u>90</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA +15</u>	Lane V Name: <u>BA +30</u>	Lane VI Name: <u>MA</u>	LANE VII Name: <u>MA +15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7229	\$ 7869	\$ 9150 - 3	\$ 9539 -	\$ 9928	\$ 10317	\$ 10706
1	7518	8184	9516 - 3	9921 - 1	10325 - 1	10730	11134
2	7807	8499	9882 - 3.5	10303	10722	11143	11562
3	8096	8814	10248 - 5	10685	11119	11556 - .5	11990
4	8385	9129	10614 - 1	11067	11516	11969	12418
5	8674	9444	10980 - 4	11449	11913	12382	12846
6	8963	9759	11346 - 2	11831 - 2	12310 - 1	12795	13274
7	9252 - 3	10074	11712 - 4	12213 - 6	12707	13208	13702
8	9541	10389 - 1	12078 - 1	12595 - 5	13104 - 1	13621 - 2	14130
9		10704 - 4	12444 - 3	12977 - 2	13501	14034	14558 - 1
10		11019	12810	13359	13898 - 1	14447	14986
11			13176 - 4	13741	14295	14860 - 1	15414
12			13542	14123	14692	15273	15842
13				14505 - 14	15089 - 5	15686 - 10	16270 - 3
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$27,756	\$ 53,205	\$368,013	\$398,860	\$125,082	\$204,740	\$ 63,368
FTE Per Lane	3	5	33.5	30	9	13.5	4

A. Total Base Salary Cost (All Lanes)	\$1,241,024
B. Career Increments/Longevity (Total Costs)	\$.00
C. Total Salary Schedule Costs (A + B)	\$1,241,024
D. Total FTE Teaching Staff (All Lanes)	98
E. Average Teacher Salary* (C ÷ D)	\$ 12,663

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Henry Soucek Position Business Mgr Phone (319) 653-6543

Name of School District Washington Community AEA No. 10 Fall 1976 Enrollment 2047

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: MA	Lane IV Name: MA+15	Lane V Name: MA+30	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 920 - 3	\$ 9277 - 1	\$ 9912	\$ 10258	\$ 10704	\$
1	9277 - 3	9634 - 1	10169	10515	11061	
2	9634 - 9	9990 - 1	10526 - 1	10972	11418	
3	9990 - 1.5	10347 - 1	10882 - 1	11328	11774	
4	10347 - 5.375	10704 - 2	11239	11685	12131	
5	10704 - 4.5	11061 - 1	11596 - 2	12042	12488	
6	11061 - 2	11418	11953	12399	12845	
7	11418 - 4	11774 - 3	12310 - 3	12755	13202	
8	11774 - 1	12131 - 2	12666 - 1	13112	13558	
9	12131 - 3	12488 - 2	13023 - 1	13468	13915	
10	12488 - 5	12845 - 2	13380	13825	14272	
11		13202 - 3	13737 - 2	14183	14629	
12		13558 - 13	14094 - 1	14540	14986 - 1	
13			14450 - 1	14896	15342	
14			14807 - 3	15252	15699	
15			15164 - 2	15610	16055	
16			15521 - 11	15967 - 4	16413	
17					16770 - 2	
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 362,521	\$ 467,467	\$ 421,777	\$ 43,663	\$ 47,524	\$
FTE Per Lane	3.275	32	29	4	3	

- A. Total Base Salary Cost (All Lanes) \$ 1,116,432
- B. Career Increments/Longevity (Total Costs) \$ 350,000
- C. Total Salary Schedule Costs (A + B) \$ 1,466,432
- D. Total FTE Teaching Staff (All Lanes) 102.275
- E. Average Teacher Salary* (C ÷ D) \$ 14,330

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard E. Branstrator Position Superintendent Phone (515) 288-8557

Name of School District Saydel Consolidated AEA No. 11 Fall 1976 Enrollment 2,043

Increment	Lane I Name: 100 hr.	Lane II Name: BS/BA	Lane III Name: BS+20	Lane IV Name: MS/MA	Lane V Name: MS+20	Lane VI Name: MS+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,708	\$ 9,068- 3.5	\$ 9,521	\$ 9,975- 1	\$	\$
1	8,025	9,476- 9	9,929- 1	10,428- 3		
2	8,342	9,884- 2	10,337- 1	10,881		
3	8,659	10,292- 6	10,745- 3	11,334- 1		
4	8,976	10,700- 5	11,153- 1	11,787		
5	9,293	11,108- 8	11,561- 1	12,240	12,693	
6	9,610	11,516- 3	11,969	12,693- 2	13,146	
7	9,927	11,924- 3	12,377	13,146- 2	13,599- 1	
8	10,244	12,332- 2	12,785- 1	13,599- 4	14,052- 1	14,506
9	10,561- 1	12,740- 1	13,193	14,052- 3	14,505	14,959
10		13,148- 6	13,601- 1	14,505- 4	14,958	15,412
11			14,009- 7	14,958	15,411	15,865
12				15,411	15,864	16,318
13				15,864- 1	16,317	16,771
14		Longevity 13,398- 9		16,317- 8	16,770- .5	17,224- 1
15		Longevity 14,259- 6				17,677- 1
16						18,130- 4
17						
18						
19						
20	Longevity			16,617- 3	17,070	18,430
21						
22						
23						
24						
25	Longevity			16,917- 2	17,370	18,730
Salary Cost Per Lane	\$ 10,561	\$ 645,850	\$ 283,718	\$ 486,828	\$ 36,036	\$ 107,421
FTE Per Lane	1	57.5	22	34	2.5	6

- A. Total Base Salary Cost (All Lanes) \$ 1,570,414
- B. Career Increments/Longevity (Total Costs) \$ 5,850
- C. Total Salary Schedule Costs (A + B) \$ 1,576,264
- D. Total FTE Teaching Staff (All Lanes) 123
- E. Average Teacher Salary* (C ÷ D) \$ 12,815

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. W. Joachim Position Asst. Supt. Phone (712) 263-5013

Name of School District Denison Community AEA No. 12 Fall 1976 Enrollment 2,011

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 15</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,700 - 5½	\$ 8,961 - 1	\$ 9,135	\$ 9,570	\$ 9,831	\$
1	9,048 - 1	9,364	9,546	10,049	10,323	
2	9,396 - 4	9,767 - 1	9,957	10,527	10,814	
3	9,744 - 6	10,171 - 1	10,368	11,006	11,306	
3.5		10,373 - 1				
4	10,092 - 5	10,574	10,779	11,484	11,797 - 1	
5	10,440 - 4	10,977 - 2	11,190	11,963 - 1	12,289	
5.5	10,614 - 1	11,178 - 1				
6	10,788 - 5	11,380 - 3	11,601	12,441 - 2	12,780	
6.5		11,582 - 2				
7	11,136 - 2½	11,784 - 2	12,013	12,920 - 2	13,272	
8	11,484 - 2	12,187 - 1	12,424	13,398 - 1	13,763	
8.5	11,658 - 1					
9	11,832 - 2	12,590	12,835 - 1	13,877	14,255	
9.5					14,501 - 1	
10	12,180 - 9	12,993 - 13½	13,246 - 1	14,355 - 1	14,747	
11			13,657 - 7	14,834 - 15	15,238	
12					15,730 - 3	
Salary Cost Per Lane	\$ 505,470	\$ 340,869	\$ 121,680	\$ 312,948	\$ 73,488	\$
FTE Per Lane	48	28½	9	22	5	

A. Total Base Salary Cost (All Lanes) \$1,354,455
 B. Career Increments/Longevity (Total Costs) \$ 51,587
 C. Total Salary Schedule Costs (A + B) \$1,406,042
 D. Total FTE Teaching Staff (All Lanes) 112½
 E. Average Teacher Salary* (C ÷ D) \$ 12,498

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Wayne W. Burns Position SUPT. Phone (319) 382-4208

Name of School District Decorah Community AEA No. 1 Fall 1976 Enrollment 2007

Increment	Lane I Name: <u>90 Hrs.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>ba + 12</u>	Lane IV Name: <u>BA + 24</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA + 12</u>	Lane VII Name: <u>MA + 24</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,271	\$ 9,925- 3	\$ 10,223	\$ 10,521	\$ 10,918	\$ 11,215	\$ 11,513
1	8,540	10,248	10,555	10,863- 1	11,273	11,579	11,887
2	8,818	10,581- 1	10,899- 1	11,216	11,640	11,956	12,274
3	9,104	10,924- 6	11,252- 1	11,580	12,017	12,344	12,672
4	9,400	11,280- 5	11,618- 1	11,957	12,408	12,746	13,085
5	9,705	11,646- 3	11,996- 1	12,345- 2	12,811	13,160- 1	13,509
6	10,021	12,025- 3	12,386- 6	12,747- 1	13,228	13,588	13,949
7	10,346	12,415- 1	12,788- 1	13,161	13,657- 2	14,029- 1	14,402
8	10,683	12,819- 2	13,204- 2	13,589	14,102- 2	14,485	14,870
9	11,029	13,235	13,632- 1	14,030- 1	14,559- 1	14,955	15,353
10		13,666	14,076- 1	14,486	15,033	15,442- 1	15,852
11		14,109	14,533- 1	14,957	15,521- 1	15,943	16,367
12		14,568-12	15,005- 1	15,443- 1	16,025- 2	16,461	16,893
13			15,494- 3	15,946- 2	16,547- 2	16,997- 1	17,449
14				16,463- 3	17,084- 2	17,549	18,016
15							
16							
17							
18			15,997- 4	16,999	17,640- 6	18,120	18,602
19							
20							
21				17,551- 5	18,213- 3	18,709- 1	19,206
22							
23							
Salary Cost Per Lane	\$	\$446,182	\$329,993	\$ 246,829	\$ 345,389	\$ 78,337	\$
FTE Per Lane		36	24	16	21	5	

A. Total Base Salary Cost (All Lanes) \$1,446,730
 B. Career Increments/Longevity (Total Costs) \$ _____
 C. Total Salary Schedule Costs (A + B) \$1,446,730
 D. Total FTE Teaching Staff (All Lanes) 102
 E. Average Teacher Salary* (C ÷ D) \$ 14,184

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Francis Peterson Position Superintendent Phone (712)225-5721

Name of School District Cherokee Community AEA No. 12 Fall 1976 Enrollment 1843

Increment	Lane I Name: BA	Lane II Name: BA + 12	Lane III Name: BA + 24	Lane IV Name: MA	Lane V Name: MA + 15	Lane VI Name: MA + 30	
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	
0	\$ 8,650 - 8	\$ 9,085 - 1	\$ 9,515	\$ 9,950 - 1	\$ 10,380	\$ 10,815	
1	9,085 - 8	9,515	9,950	10,380 - 1	10,815	11,245	
2	9,515 - 8.5	9,950	10,380	10,815	11,245	11,680	
3	9,950 - 3.5	10,380	10,815 - 1	11,245	11,680	12,110	
4	10,380 - 1	10,815 - 1	11,245	11,680 - 1	12,110	12,545	
5	10,815 - 3	11,245 - 1	11,680	12,110 - 1	12,545	12,975	
6	11,245 - 2	11,680 - 2	12,110 - 1	12,545	12,975	13,410	
7	11,680 - 2	12,110 - 1	12,545	12,975 - 1	13,410	13,840	
8	12,110 - 1	12,545 - 1	12,975	13,410 - 1	13,840	14,275	
9	12,545 - 1	12,975 - 2	13,410	13,840	14,275 - 1	14,705	
10	12,975 - 16	13,410 - 1.5	13,840 - 1	14,275 - 1	14,705 - 1	15,140	
11		13,840 - 9.5	14,275 - 1	14,705	15,140	15,570	
12			14,705 - 11.75	15,140	15,570	16,005	
13				15,570 - 5	16,005	16,435	
14					16,435 - 2	16,870	
15						17,300	
16							
17							
18							
19							
20							
21							
22							
23							
	Salary Cost Per Lane	\$ 576,895	\$ 280,495	\$ 223,825	\$ 175,390	\$ 74,395	\$ none
	FTE Per Lane	54	22	15.75	13	5	none

- A. Total Base Salary Cost (All Lanes) \$ 1,331,000
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 1,331,000
- D. Total FTE Teaching Staff (All Lanes) 109.75
- E. Average Teacher Salary* (C ÷ D) \$ 12,128

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert L. Heston Position Superintendent Phone (515) 648-2535

Name of School District Iowa Falls Community Schools AEA No. VI Fall 1976 Enrollment 1841

Increment	Lane I Name: <u>75 Hrs</u>	Lane II Name: <u>105 Hrs</u>	Lane III Name: <u>BA/BS</u>	Lane IV Name: <u>BA+15</u>	Lane V Name: <u>BA+30</u>	Lane VI Name: <u>MA/MS</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7750.	\$ 8000.	\$ 8900. - 7	\$ 9345.	\$ 9612.- 1	\$ 9968.
1	7850.	8100.	9256. - 4	9701.	9968.	10324.
2	7950.	8200.	9612. - 6	10057.- 1	10324.	10680.
3	8050.	8300.	9968. - 4	10413.- 1	10680.	11036.
4	8150.	8400.	10369. - 6	10814.- 2	11081.	11437.
5	8250.	8500.	10770. - 8.4	11215.- 3	11482.	11838. - 1
6	8350.	8600.	11171. - 4	11616.- 1	11883.	12239.
7	8450.	8700.	11572. - 3	12017.- 2	12284.	12640.
8	8550.	8800.	11973. - 3	12418.- 1	12685.	13041.
9	8650.	8900.	12374.	12819.- 3	13086.- 1	13442. - 1
10	8750.	9000.	12775. - 2	13220.- .6	13487.- 1	13843. - 2
11	8850.	9100.- 1	13131. - 1	13576.- 4	13843.	14199. - 4
12			13487. -12	13932.- 5	14199.	14555. - 1
13					14555.- 3	14911. - 4
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 9100.	\$665,394.	\$294,164.	\$ 79,850.	\$ 183,961.
FTE Per Lane		1	60.4	23.6	6	13

Increment	LANE VII Name: <u>MA+15</u>	LANE VIII Name: <u>MA+30</u>	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10413.	\$ 10858.	\$	\$	\$	\$
1	10769.	11214.				
2	11125.	11570.				
3	11481.	11926.				
4	11882.	12327.				
5	12283.	12728.				
6	12684.	13129.				
7	13085.	13530.				
8	13486.	13931.				
9	13887.	14332.				
10	14288.	14733.				
11	14644.	15089.				
12	15000.	15445.				
13	15356.- 1	15801. - 1				
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 15356.	\$ 15801.	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	1	1				

- A. Total Base Salary Cost (All Lanes) \$ 1,263,626.00
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 1,263,626.00
- D. Total FTE Teaching Staff (All Lanes) 106
- E. Average Teacher Salary* (C ÷ D) \$ 11,921.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marcia Larenzen Position District Sec. Phone (712) 732-1247

Name of School District Storm Lake Community AEA No. 5 Fall 1976 Enrollment 1818

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A. +15</u>	Lane III Name: <u>B.A.+30</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: <u>M.A.+15</u>	Lane VI Name: <u>M.A.+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,000 - 4	\$ 9,450	\$ 10,080	\$ 10,350	\$ 10,800	\$ 11,250
1	9,360 - 3	9,810	10,440	10,710	11,160	11,610
2	9,720 - 3	10,170	10,800 - 1	11,070	11,520	11,970
3	10,080 - 2	10,620 - 1	11,250	11,520	11,970	12,420
4	10,440 - 1	11,070 - 2	11,700 - 1	11,970	12,420	12,870
5	10,800 - 4	11,520 - 1	12,150	12,420	12,870	13,320
6	11,250 - 2	11,880	12,510 - 1	12,870	13,320	13,770
7	11,610	12,240	12,870	13,320 - 1	13,770	14,220
8	11,970 - 1	12,600 - 3	13,230	13,770 - 1	14,220	14,670
9	12,330 - 1	12,960	13,590	14,130 - 2	14,580	15,030
10	12,690	13,320 - 2	13,950	14,490	14,940	15,390
11	13,050 - 4	13,680 - 4	14,310 - 1	14,850 - 1	15,300	15,750
12		14,040 - 17	14,670	15,210 - 1	15,660	16,110
13			15,030 - 7	15,570	16,020 - 1	16,470
14				15,930 - 19	16,380 - 5	16,830 - 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 239,505.	\$ 402,120.	\$ 154,530.	\$ 388,080.	\$ 97,920.	\$ 16,830
FTE Per Lane	23.5	30	11	25	6	1

A. Total Base Salary Cost (All Lanes) \$ 1,298,985
 B. Career Increments/Longevity (Total Costs) \$ 7,875
 C. Total Salary Schedule Costs (A + B) \$ 1,306,860
 D. Total FTE Teaching Staff (All Lanes) 96.5
 E. Average Teacher Salary* (C ÷ D) \$ 13,542

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Donald G. Hansen Position Board Secy. Phone (515) 295-3528

Name of School District Algona Community School District AEA No. 3 Fall 1976 Enrollment 1811

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+10</u>	Lane III Name: <u>BA+20</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+10</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,850 - 5	\$ 9,293	\$ 9,736	\$ 10,179	\$ 10,622 - 1	\$
1	9,248 - 4	9,691	10,134 - 5	10,577	11,020	
2	9,646 - 3	10,089 - 1	10,532	10,975	11,418	
3	10,044 - 3	10,487 - 3	10,930 - 2	11,373	11,816	
4	10,442 - 2	10,885 - 3	11,328 - 1	11,771 - 1	12,214	
5	10,840 - 3.6667	11,283 - 1	11,726	12,169 - 1	12,612	
6	11,238 - 1.5	11,681	12,124 - 1	12,567 - 1	13,010	
7	11,636 - 2	12,079	12,522 - 1	12,965 - 2	13,408	
8	12,034 - 2	12,477 - 2.5	12,920 - 3	13,363	13,806	
9	12,432	12,875 - 3.6667	13,318 - 1	13,761 - 1	14,204	
10	12,830	13,273 - 2	13,716	14,159 - 3	14,602 - 1	
11	13,228	13,671	14,114 - 1	14,557 - 2	15,000	
12		14,069 - 5	14,512 - 2	14,955 - 1	15,398	
13			14,512 - 4	15,353 - 2	15,796 - 1	
14			14,910 - 8	15,353 - 1	15,796 - 1	
15				15,751 - 3	16,194 - 10	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 265,140	\$260,780	\$335,445	\$256,056	\$ 218,756	\$
FTE Per Lane	26.1667	21.1667	24.5	18	14	

A. Total Base Salary Cost (All Lanes) \$ 1,336,177
 B. Career Increments/Longevity (Total Costs) \$
 C. Total Salary Schedule Costs (A + B) \$ 1,336,177
 D. Total FTE Teaching Staff (All Lanes) 104.3
 E. Average Teacher Salary* (C ÷ D) \$ 12,811

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Carol Gillaspie Position Board Secretary Phone (515) 932-5165

Name of School District Albia Community AEA No. 15 Fall 1976 Enrollment 1802

Increment	BA + 24*		MA*		MA + 15*		MA + 30*	
	Lane I Name: BA	Lane II Name: BA + 12	Lane III Name: MA	Lane IV Name: MA + 15	Lane V Name: MA + 30	Lane VI Name: MA + 30	Out of Field	
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,000 6.5	\$ 9,360	\$ 9,720	\$ 10,080	\$ 10,440	\$ 10,880		
1	9,360 4	9,720	10,080	10,440	10,800	11,160		
2	9,720 4.5	10,080 1	10,440	10,800	11,160	11,520		
3	10,080 4.7	10,440 2	10,800 1	11,160	11,520	11,880		
4	10,440 3	10,800 1	11,160 2	11,520 1	11,880	12,240		
5	10,800 6	11,160	11,520	11,880 5	12,240	12,600 1		
6	11,160 2	11,520 1	11,880 2	12,240 1	12,600	12,960		
7	11,520 4	11,880 1	12,240 2	12,600 1	12,960	13,320		
8	11,880 1	12,240 1	12,600	12,960 2	13,320	13,680		
9	12,240 1	12,600 2	12,960	13,320 1	13,680	14,040		
10	12,600 1	12,960	13,320 1	13,680 3	14,040	14,400		
11	12,960 3	13,320 3	13,680 5	14,040	14,400	14,760		
12		13,680 3	14,040	14,400 2	14,760	15,120		
13			14,400 6	14,760 1	15,120	15,480 1		
14				15,120 2	15,480 1	15,840		
15								
16								
17								
18								
19								
20								
21								
22								
23								
24								
Salary Cost Per Lane	\$ 131,760	\$ 149,760	\$ 168,840	\$ 189,000	\$ 194,400	\$ 199,800		
FTE Per Lane	40.7	15	19	19	1	2		

* In Field

A. Total Base Salary Cost (All Lanes)	\$ 1,033,560
B. Career Increments/Longevity (Total Costs)	\$ 00
C. Total Salary Schedule Costs (A + B)	\$ 1,033,560
D. Total FTE Teaching Staff (All Lanes)	96.7
E. Average Teacher Salary* (C ÷ D)	\$ 10,688

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John R. Klautd Position Adm. Assistant Phone (515) 357-5235

Name of School District Clear Lake Community AEA No. 2 Fall 1976 Enrollment 1793

Increment	BA + 15		MA + 30		MA + 15		MA + 30	
	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: BA + 30	Lane IV Name: MA	Lane V Name: MA + 15	Lane VI Name: MA + 30	Out of Field	
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8975- 3	\$ 9350	\$ 9725	\$ 10025	\$ 10400	\$ 10775		
1	9267- 1.5	9654	10041	10351	10738	11125		
2	9559- 4	9958- 1	10357	10677	11076	11475		
3	9851- 4	10262- 1	10673	11003	11414	11825		
4	10143- 4.5	10566- 1	10989	11329- 1	11752	12175		
5	10502- 3	10940- 1	11378	11730	12168	12606		
6	10861- 1	11314- 2	11767	12131- 1	12584	13037		
7	11220- 6	11688	12156	12532	13000	13468		
8	11579- 1	12062- 2	12545- 1	12933- 3	13416	13899		
9	11938- 2	12436- 1	12934	13334- 2	13832	14330		
10	12297- 1	12810	13323	13735- 1	14248	14761		
11	12656- 1	13184- 1	13712	14136- 2	14664	15192		
12	13015- 3	13558- 1	14101	14537	15080	15623		
13	13195- 1	13745- 2	14490- 2	14938	15496	16054		
14	13375- 2	13932- 2	14685	15139	15704- 2	16270		
15	13555	14119- 2	14880- 2	15340	15912- 2	16486- 1		
16	13735- 2	14306- 2	15075- 1	15541- 2	16120- 1	16702		
17	13915	14493- 4	15270- 1	15742	16328- 1	16918		
18			15465- 4	15943- 5	16536- 2	17134- 1		
19								
20								
21								
22								
23								
Salary Cost Per Lane	\$ 440664	\$ 297832	\$ 163490	\$ 241731	\$ 128752	\$ 33620		
FTE Per Lane	40	23	11	17	8	2		

A. Total Base Salary Cost (All Lanes)	\$ 1306089
B. Career Increments/Longevity (Total Costs)	\$ 0
C. Total Salary Schedule Costs (A + B)	\$ 1306089
D. Total FTE Teaching Staff (All Lanes)	101
E. Average Teacher Salary* (C ÷ D)	\$ 12931

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert C. Jacobson Position Superintendent Phone (319)472-2319

Name of School District Vinton Community Schools AEA No. 10 Fall 1976 Enrollment 1792

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: MA	Lane IV Name: MA + 15	Lane V Name: MA+ 30	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,150-7	\$ 9,516-0	\$ 10,248-0	\$ 10,614-0	\$10,980-0	\$
1	9,516-3	9,882-0	10,614-0	10,980-0	11,346-0	
2	9,882-4	10,248-1	10,980-0	11,346-0	11,712-0	
3	10,248-4	10,614-2	11,346-1	11,712-0	12,078-0	
4	10,614-3	10,980-0	11,712-0	12,078-0	12,444-0	
5	10,980-1	11,346-1	12,078-0	12,444-0	12,810-0	
6	11,346-5	11,712-0	12,444-1	12,810-0	13,176-0	
7	11,712-3	12,078-1	12,810-0	13,176-0	13,633-0	
8	12,078-3	12,444-1	13,176-3	13,633-0	14,091-0	
9	12,444-0	12,810-0	13,633-0	14,091-0	14,548-0	
10	12,810-3	13,267-0	14,091-3	14,548-0	15,006-0	
11	13,084-3	13,542-0	14,548-1	15,006-0	15,463-0	
12	13,359-11	13,816-19	15,006-2	15,463-0	15,921-0	
13			15,463-1	15,921-0	16,378-0	
14			15,921-1	16,378-0	16,836-0	
15			16,195-2	16,653-2	17,110-1	
16			16,470-2	16,927-1	17,385-0	
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 568,671	\$ 329,848	\$ 246,865	\$ 50,233	\$ 17,110	\$
FTE Per Lane	50	25	17	3	1	

- A. Total Base Salary Cost (All Lanes) \$ 1,212,727
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 1,212,727
- D. Total FTE Teaching Staff (All Lanes) 96
- E. Average Teacher Salary* (C ÷ D) \$ 12,632.57

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Edward L. Hurchcroft Position Superintendent Phone (515) 664-2200

Name of School District Davis County Community AEA No. 15 Fall 1976 Enrollment 1748

Increment	Lane I Name: 120 Hrs.	Lane II Name: B. A.	Lane III Name: BA + 15	Lane IV Name: M. A.	Lane V Name: MA + 15	Lane VI Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,055. -	\$ 9,055. - 4	\$ 9,355. -	\$ 9,655. - 2	\$ 9,955. -	\$ 10,255. -
1		9,355. - 4	9,655. -	9,955. -	10,255. -	10,555. -
2		9,655. - 5.5	9,955. - 1	10,255. -	10,555. -	10,855. -
3		9,955. - 7	10,255. -	10,555. - 2	10,855. -	11,155. -
4		10,255. - 6	10,555. - 1	10,855. -	11,155. -	11,455. -
5		10,555. - 2	10,855. - 1	11,155. - 2	11,455. -	11,755. -
6		10,855. - 3	11,155. -	11,455. - 2	11,755. -	12,055. -
7		11,155. - 5	11,455. - 1	11,755. - 1	12,055. -	12,355. -
8		11,355. - 1	11,655. - 1	11,955. - 2	12,255. -	12,555. - 1
9		11,555. - 1	11,855. - 2	12,155. - 1	12,455. - 1	12,755. -
10		11,755. - 1	12,055. - 1	12,355. - 2	12,655. -	12,955. -
11		11,955. - 3	12,255. -	12,555. -	12,855. -	13,155. -
12		12,155. -12	12,455. -13	12,755. -	13,055. -	13,355. -
13				12,955. - 4	13,255. -	13,555. - 1
14					13,455. -	13,755. -
15						13,955. -
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 0	\$ 583,798.	\$ 252,155.	\$ 209,990.	\$ 12,455.	\$ 26,110.
FTE Per Lane	0	54.5	21	18	1	2

- A. Total Base Salary Cost (All Lanes) \$ 1,084,508.
- B. Career Increments/Longevity (Total Costs) \$ 0.
- C. Total Salary Schedule Costs (A + B) \$ 1,084,508.
- D. Total FTE Teaching Staff (All Lanes) 96.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,238.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. James R. Poulter Position Supt. Phone (319) 462-3553

Name of School District Anamosa Community AEA No. 10 Fall 1976 Enrollment 1,737

Increment	Lane I Non- Name: Deg.	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: MA	Lane V Name: MA+30	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0		\$ 9,000-4.7	\$ 9,650	\$ 9,800	\$ 10,000	\$
1		9,800- 3	10,050	10,100	10,400	
2	NO	10,100- 1	10,350- 2	10,400	10,800	
3		10,350- 4	10,650- 5	10,700	11,100	
4	STEPS	10,600- 6	10,900- 2	11,000	11,400	
5		10,850- 1	11,150- 1	11,300	11,700	
6		11,050- 3	11,400- 1	11,600	12,000	
7		11,300-4.4	11,650- 2	11,900	12,300	
8		11,500- 2	11,900- 4	12,200	12,600	
9		11,700- 3	12,150	12,500-2	13,200	
10		11,900- 4	12,400	12,800	13,500	
11		12,100- 3	12,650	13,100	13,800	
12		12,300-12	12,900- 2	13,400-1	14,100	
13			13,100- 1	13,700-1	14,400	
14			13,300-11	14,000-1	14,700	
15				14,300	14,700	
16				14,600-4	15,000	
17					15,300	
18					15,600	
19					15,900-1	
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 54,529	\$ 569,182	\$ 378,750	\$ 124,500	\$ 15,900	\$
FTE Per Lane	5.0	51.1	31.0	9.0	1.0	

- A. Total Base Salary Cost (All Lanes) \$ 1,142,861
- B. Career Increments/Longevity (Total Costs) \$ 17,720
- C. Total Salary Schedule Costs (A + B) \$ 1,160,581
- D. Total FTE Teaching Staff (All Lanes) 97.1
- E. Average Teacher Salary* (C ÷ D) \$ 11,952

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Blaine H. Lytle Position Supt. Phone (515) 465-4656

Name of School District Perry Community AEA No. 11 Fall 1976 Enrollment 1721

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III*** Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,125 - 8.5	\$ 9,490	\$	\$10,494 - 2	\$ 10,950	\$11,406
1	9,454 - 3.8	9,819		10,822	11,279	11,735
2	9,782 - 5.8	10,147	10,512 - 1	11,151 - 1	11,607	12,063
3	10,111 - 5	10,476 - 1		11,479	11,936	12,392
4	10,439 - 3	10,804	11,169 - 1	11,808 - 2	12,264	12,720
5	10,768 - 5.5	11,133		12,136 - 1	12,593 - 1	13,049
6	11,096 - 1.8	11,461		12,465 - 1	12,921	13,377
7	11,425 - 3.2	11,790	12,155 - 1	12,793 - 1	13,250	13,706
8	11,753 - 3	12,118 - 2		13,122 - 2	13,578	14,034
9	12,082 - 5	12,447		13,450	13,907	14,362
10	12,410 - 1	12,775		13,779 - 1	14,235 - 1	14,691
11	12,739 - 11	13,104 = 7.6		14,107	14,564 - 4	15,020
12				14,436 - .6	14,892 - 1	15,348
13				14,764 - 2	15,221	15,677
14				15,093 - 2	15,549	16,005
15				15,421 - 8	15,878 - 3	16,334
16						16,662
17						16,991
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 612,498	\$134,302	\$ 33,836	\$ 324,915	\$ 147,610	\$ 0
FTE Per Lane	56.6	10.6	3.0	23.6	10	0

- A. Total Base Salary Cost (All Lanes) \$ 1,253,161
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 1,253,161
- D. Total FTE Teaching Staff (All Lanes) 103.8
- E. Average Teacher Salary* (C ÷ D) \$12,072.84

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses
 ***This lane was deleted in '76-'77 salary schedule but the three teachers were given one year's grace to obtain MA degree.

Name of Person Reporting Marilyn James Position Board Secretary Phone (515) 775-5967

Name of School District Chariton Community School Dist. AEA No. 15 Fall 1976 Enrollment 1716

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 15</u>	Lane III Name: <u>BA + 30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 15</u>	Lane VI Name: <u>MA + 30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8900 - 3	\$ 9256	\$ 9612	\$ 9968	\$ 10324	\$ 10680
1	9256 - 3	9612	9968 - 1	10324	10680	11036
2	9612 - 5	9968 - 1	10324	10680	11036	11392
3	9968 - 3	10324 - 1	10680	11036	11392	11748
4	10324 - 3	10680	11036	11392	11748	12104
5	10680 - 2	11036 - 2	11392	11748	12104	12460 - 1
6	11036	11392 - 1	11748	12104	12460	12816
7	11392 - 1	11748 - 1	12104	12460 - 2	12816 - 1	13172
8	11748 - 2	12104 - 1	12460 - 1	12816 - 2	13172	13528
9	12104 - 1	12460 - 1	12816	13172	13528	13884
10	12460	12816 - 1	13172	13528 - 3	13884	14240
11	12816 - 10	13172 - 1	13528	13884 - 1	14240	14596
12		13528 - 7	13884	14240 - 3	14596 - 1	14952
13		13884 - 10	14240 - 1	14596	14952	15308
14			14596 - 12	14952	15308	15664
15				15308 - 5	15664	16020
16					16020 - 3	16376
17						16732 - 1
18						17088
19						17444
20						
21						
22						
23						
Salary Cost Per Lane	\$ 359,916	\$ 349,592	\$ 211,820	\$ 224,280	\$ 75,472	\$ 29,192
FTE Per Lane	33	27	15	16	5	2

A. Total Base Salary Cost (All Lanes) \$ 1,250,272
 B. Career Increments/Longevity (Total Costs) \$ ---
 C. Total Salary Schedule Costs (A + B) \$ 1,250,272
 D. Total FTE Teaching Staff (All Lanes) 98
 E. Average Teacher Salary* (C ÷ D) \$ 12,758

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R Wesley Carlson Position Superintendent Phone (515) 332-1330

Name of School District Humboldt AEA No. 5 Fall 1976 Enrollment 1700

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 15</u>	Lane VI Name: <u>MA + 30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,800 - 4	\$ 9,196	\$ 9,592	\$ 9,988	\$ 10,384	\$ 10,780
1	9,196 - 1	9,592	9,988	10,384	10,780	11,176
2	9,592 - 3.5	9,988	10,384	10,780	11,176	11,572
3	9,988 - 3	10,384	10,780	11,176	11,572	11,968
4	10,384 - 3	10,780	11,176	11,572	11,968	12,364
5	10,780 - 5	11,176	11,572	11,968	12,364	12,760
6	11,176	11,572	11,968	12,364 - 1	12,760	13,156
7	11,572 - 5	11,968 - 1	12,364 - 1	12,760 - 2	13,156	13,552
8	11,968 - 4	12,364	12,760	13,156 - 1	13,552	13,948
9	12,364 - 2	12,760 - 3	13,156	13,552	13,948	14,344
10	12,760 - 2	13,156 - 1	13,552 - 1	13,948 - 3	14,344 - 1	14,740 - 1
11	13,156 - 1	13,552 - 2	13,948	14,344 - 2	14,740	15,136
12	13,552 - 1	13,948 - 1	14,344 - 3	14,740 - 3	15,136	15,532
13	13,948	14,344 - 1	14,740 - 1	15,136 - 1	15,532	15,928
14	14,344 - 1	14,740 - 2	15,136 - 1.6	15,532 - 2	15,928	16,324
15	14,740 - 3	15,136	15,532 - 2	15,928	16,324	16,720
16	15,136 - 4	15,532 - 2	15,928 - 1	16,324 - 1	16,720	17,116
17	15,532 - 3.5	16,324 - 5	16,720 - 3	17,116 - 2	17,512	17,908
18				17,512 - 2	17,908	18,304
19				17,908	18,304	18,700
20				18,304 - 2	18,700	19,096
21						
22						
23						
24						
Salary Cost Per Lane	\$ 510,257	\$ 203,676	\$ 168,960	\$ 317,038	\$ 63,712	\$ 14,740
FTE Per Lane	43.5	15	12	21.6	4	1

A. Total Base Salary Cost (All Lanes) \$ 1,278,383
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$ 1,278,383
 D. Total FTE Teaching Staff (All Lanes) 97.1
 E. Average Teacher Salary* (C ÷ D) \$ 13,165

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Phillip England Position Superintendent Phone (319)228-8241

Name of School District Benton Community AEA No. X Fall 1976 Enrollment 1645

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,100- 4.84	\$ 9,425	\$ 9,775	\$ 10,175	\$ 10,500	\$ 10,825
1	9,450- 2.48	9,775	10,125	10,525 - 1.00	10,850	11,175
2	9,800- 3.00	10,125 - 1.00	10,475	10,875	11,200	11,525
3	10,150- 9.40	10,475 - 2.00	10,825	11,225	11,550- 1.0	11,875
4	10,500- 2.60	10,825 - 1.00	11,175 - 1.00	11,575 - 1.00	11,900	12,225
5	10,850- 3.00	11,175 - 3.00	11,525	11,925	12,250	12,575
6	11,200- 2.00	11,525 - 4.00	11,875	12,275 - 2.00	12,600	12,925
7	11,550- .70	11,875 - 1.50	12,225	12,625	12,950	13,275
8	11,900	12,225 - 1.00	12,575 - 1.00	12,975 - 1.00	13,300	13,625
9	12,250- 1.00	12,575 - 1.60	12,925	13,325 - 3.00	13,650 - 1.00	13,975
10	12,600	12,925 - 4.30	13,275 - 3.00	13,675	14,000	14,325
11	- 1.00	13,275 - 1.00	13,625 - 1.00	14,025 - 1.00	14,350	14,675
12			13,975	14,375	14,700	15,025
13	- 2.00	- 2.00	- 1.00	14,725 - 1.00	15,050	15,375
14		- 3.00		15,075	15,400	15,725 - 1.0
15	- 1.00		- 1.00	15,425	15,750	16,075
16		- 3.00	- 2.00	15,775 - 1.00	16,100	16,425
17				- 2.50		- 1.0
18				1.00		
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 345,275	\$ 346,735	\$ 133,100	\$ 199,338	\$ 25,200	\$ 32,150
FTE Per Lane	33.02	28.40	10.00	14.50	2.00	2.0

- A. Total Base Salary Cost (All Lanes) \$ 1,081,793
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 1,081,798
- D. Total FTE Teaching Staff (All Lanes) 89.92
- E. Average Teacher Salary* (C ÷ D) \$ 12,031

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Steve Wetlaufer Position Business Manager Phone (515) 462-2713

Name of School District Winterset Comm. School District AEA No. 11 Fall 1976 Enrollment 1,630

Increment	Lane I Name: 90 Hours	Lane II Name: B.A.	Lane III Name: B.A. + 10	Lane IV Name: B.A. + 20	Lane V Name: M.A.	Lane VI Name: M.A + 20
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$6,536.	\$8,600. - 6.5	\$ 8,858.	\$ 9,116. - 1	\$ 9,804.	\$ 10,148.
1	6,794.	8,944. - 6	9,202.	9,460.	10,148.	10,492.
2	7,052.	9,288. - 2	9,546.	9,804. - 2	10,492.	10,836.
3	7,310. - 1	9,632. - 7	9,890. - 1	10,148. - 1	10,836.	11,180.
4	7,568.	9,976. - 4	10,234. - 2	10,492.	11,180.	11,524.
5	7,826.	10,320. - 2	10,578.	10,836.	11,524.	11,868.
6	8,084.	10,664. - 3	10,922.	11,180.	11,868.	12,212.
7	8,342.	11,008. - 2	11,266.	11,524.	12,212. - 3	12,556.
8	8,600. - 1	11,352.	11,610.	11,868. - 4	12,642. - 4	12,986.
9	8,858. - 3	11,696. - 1	11,954.	12,212.	13,072.	13,416.
10		11,954.	12,212. - 2	12,556. - 2	13,502. - 1	13,846.
11		12,212. - 1	12,470. - 2	12,814.	13,932. - 2 + 45295	14,276. - 1
12		12,470. - 14	12,728. - 4	13,072. - 1	14,362. - 2	14,706.
13					14,792.	15,136. - 1
14					15,222. - 8	15,566. - 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$42,484.	\$508,604.	\$130,634.	\$124,528.	\$285,381.	\$44,978.
FTE Per Lane	5	48.5	11	11	20 + 45295	3

- A. Total Base Salary Cost (All Lanes) \$ 1,136,609.
- B. Career Increments/Longevity (Total Costs) \$ 4,500.
- C. Total Salary Schedule Costs (A + B) \$ 1,141,109.
- D. Total FTE Teaching Staff (All Lanes) 99.95295
- E. Average Teacher Salary* (C ÷ D) \$ 11,531.83

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting MICKEY G. HEATH Position DIS'T. SEC'Y Phone (515) 981-4201

Name of School District NORWALK COMMUNITY AEA No. 11 Fall 1976 Enrollment 1,616

Increment	Lane I Name: <u>Non Degree</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A.+15</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500	\$ 9150 - 9	\$ 9350	\$ 9550 - 1	\$	\$
1	8700	9350 - 1.625	9550	9750 - 1		
2	9100	9750 - 6	9950	10150		
3	9400	10050 - 12	10250	10550 - 1		
4	9700	10350 - 5.5	10550 - 1	10950 - 1		
5	10000	10650 - 1	10950 - 2	11350		
6	10300 - 2	10950 - 4	11350 - 1.5	11750 - 3		
7	10600	11250 - .75	11750 - 1	12150 - 1		
8	10900	11550 - 2	12150 - 4	12550 - 1.25		
9	11200	11850	12550 - 5.5	12950 - 3		
10	11500	12150 - 1	12950 - 2	13350 - 1.5		
11	11800	12450 - 3	13350 - 1	13750 - 1		
12			13750 - 1	14150		
13				14550 - 4		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 20,600.00	\$ 469,056.25	\$ 231,850.00	\$ 234,712.50	\$ _____	\$ _____
FTE Per Lane	2	45.875	19	18.75		

- A. Total Base Salary Cost (All Lanes) \$956,218.75
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$956,218.75
- D. Total FTE Teaching Staff (All Lanes) 85.625
- E. Average Teacher Salary* (C ÷ D) \$ 11,167.52

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Supt. Wayne S. Sesker Position Supt. of School Phone (582) 2323

Name of School District Forest City Community AEA No. 2 Fall 1976 Enrollment 1594

Increment	Lane I Name: <u>60 hrs.</u>	Lane II Name: <u>90 hrs.</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA + 15</u>	Lane V Name: <u>BA + 30</u>	Lane VI Name: <u>MA</u>	LANE VII Name: <u>MA + 15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,230	\$ 6,675	\$ 8,900-5	\$ 9,256	\$ 9,523-1	\$ 9,790-1	\$ 10,146
1	6,497	6,942	9,167-4	9,523	9,790	10,057	10,413
2	6,764	7,209	9,434-3	9,790-2	10,057	10,324	10,680
3	7,076	7,521	9,746-5	10,102-2	10,369-1	10,636	10,992
4	7,388	7,833	10,058-4	10,414-1	10,681	10,948	11,304-1
5	7,743	8,188	10,413-2	10,769	11,036	11,303	11,659
6	8,098	8,543	10,768-2	11,124-1	11,391	11,658	12,014
7	8,499	8,944	11,169-3	11,525-1	11,792-1	12,059	12,415
8	8,900-3	9,345	11,570-2	11,926	12,193	12,460-1	12,816
9		9,790-3	12,015-2	12,371-1	12,638	12,905	13,261
10		10,235-4	12,460	12,816	13,083-1	13,350-1	13,706
11			12,905-10	13,261-7	13,528-2.5	13,795	14,151-1
12						14,240-1	14,596-1
13						14,685-6	
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$26,700	\$ 70,310	\$450,521	\$178,045	\$200,339	\$137,950	\$ 40,051
FTE Per Lane	3	7	42	15	6.5	10	3

- A. Total Base Salary Cost (All Lanes) \$1,103,916
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$1,103,916
- D. Total FTE Teaching Staff (All Lanes) 86.5
- E. Average Teacher Salary* (C ÷ D) \$ 12,762

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. Orville Dunkin Position Superintendent Phone (515) 628-1111
 Name of School District Pella Community AEA No. 11 Fall 1976 Enrollment 1567

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V
	Name: <u>B. A.</u> Salary-Staff	Name: <u>B. A. + 15</u> Salary-Staff	Name: <u>M. A.</u> Salary-Staff	Name: Salary-Staff	Name: Salary-Staff
0	\$ 9275 - 1.5	\$ 9739	\$ 10388	\$	\$
1	9553 - 1.8	10017	10666		
2	9924 - 4.5	10388	11037		
3	10295 - 1.7	10759 - 2.0	11408 - 1.0		
4	10666 - 2.8	11130 - 1.0	11779		
5	11037 - 1.0	11501	12150 - 2.0		
6	11408 - 3.4	11872	12521		
7	11779 - 3.7	12243 - 3.0	12892 - 1.0		
8	12150 - 4.5	12614 - 1.0	13263 - 1.0		
9	12521 - 1.0	12985	13634		
10	12892 - 3.0	13356 - 1.0	14005 - 2.0		
11	13263 - 8.0	13727 - 3.0	14376 - 3.0		
12		14098 - 4.0	14747 - 1.0		
13		14469 - 11.0	15118		
14			15489 - 1.0		
15			15860 - 5.5		
16					
17					
18					
19					
20					
21					
22					
23					
24					
Salary Cost Per Lane	\$ 428,515	\$ 352,079	\$ 237,575		
FTE per Lane	36.9	26.0	17.5		

- A. Total Base Salary Cost (all lanes) \$ 1,018,169
 - B. Career Increments/Longevity (total costs) None
 - C. Total Salary Schedule Costs (A + B) \$ 1,018,169
 - D. To 1 FTE Teaching Staff (all lanes) 80.4
 - E. Average Teacher Salary* (C ÷ D) \$ 12,664.
- *Excluding supplemental, extended contracts, Title I teachers, and nurse.

Name of Person Reporting James D. Carroll Position Superintendent Phone (515) 732-5381
 Name of School District Osage Community AEA No. 2 Fall 1976 Enrollment 1575

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>60 HRS.</u> Salary-Staff	Name: <u>90 HRS.</u> Salary-Staff	Name: <u>B.A.</u> Salary-Staff	Name: <u>B.A.+20</u> Salary-Staff	Name: <u>M.A.</u> Salary-Staff	Name: <u>M.A.+20</u> Salary-Staff
0	\$ 7,110	\$ 7,452	\$ 9,000 - 5	\$ 9,450	\$ 9,900	\$ 10,350
1	7,335	7,686	9,288 - 7	9,810	10,260	10,710
2	7,560	7,920	9,576 - 6	10,170	10,620	11,160
3	7,785	8,154	9,900 - 5	10,530	10,980 - 1	11,610
4	8,010	8,388	10,224 - 1	10,890	11,340	12,060
5	8,235	8,622	10,548 - 3	11,340 - 1	11,790 - 1	12,510
6	8,460	8,856	10,872 - 3	11,700 - 1	12,150 - 1	12,960
7	8,685	9,090	11,232	12,060 - 2	12,510	13,410
8	8,910	9,324	11,592	12,420	12,960	13,860
9	9,135	9,558 - 1	11,952 - 1	12,780	13,410 - 2	14,310
10			12,312 - 3	13,230	13,860 - 2	14,760
11			12,672 - 2	13,590	14,310 - 1	15,210
12			13,032 - 14	14,040 - 17	14,760 - 1	15,660
13					15,210 - 2	16,110 - 2
14						
15						
16	Part-time					
17						
18	4,345.72 - 2/7 or .35					
19	5,842. - 4/7 or 1.75					
20	5,616. - 2/5 or 2.5					
21						
22						
23						
24						
Salary Cost Per Lane	\$ 15,803.72	\$ 9,558	\$ 548,136	\$ 285,840	\$ 148,950	\$ 32,220
FTE Per Lane	4.6	1	50	21	11	2

- A. Total Base Salary Cost (All Lanes) \$ 1,040,507.72
 - B. Career Increments/Longevity (Total Costs) \$
 - C. Total Salary Schedule Costs (A + B) \$ 1,040,507.72
 - D. Total FTE Teaching Staff (All Lanes) 89.6
 - E. Average Teacher Salary* (C ÷ D) \$ 11,613
- *Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Kenneth L. Shaw Position Superintendent Phone (515) 382-2783

Name of School District Nevada Community School AEA No. 11 Fall 1976 Enrollment 1,531

Increment	Lane I Name: BA		Lane II Name: BA15		Lane III Name: BA30		Lane IV Name: MA		Lane V Name: MA15		Lane VI Name:	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 9,000	4	\$ 9,270		\$ 9,540		\$ 9,900		\$ 10,170		\$	
1	9,270	7	9,548		9,826		10,197		10,475			
2	9,540	4	9,826	2	10,112		10,494		10,780			
3	9,810	6	10,104	1	10,399		10,791		11,085			
4	10,260	10	10,568		10,876		11,286	1	11,594			
5	10,710	4	11,031	1	11,353		11,781	1	12,102			
6	11,160	4	11,495	2	11,830	2	12,276		12,611			
7	11,520	4	11,866		12,211		12,672	2	13,018			
8	11,880	1	12,236		12,593		13,068		13,424			
9	12,240	1	12,607		12,974		13,464	1	13,831			
10	12,600	1	12,978	1	13,356		13,860		14,238	1		
11	12,960		13,349	2	13,738		14,256	3	14,645			
12	13,320	8	13,720	5	14,119	3	14,652		15,052			
13							15,048	1	15,458			
14							15,444		15,865	1		
15							15,840	5	16,272	1		
16												
17												
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 577,350		\$ 172,053		\$ 66,017		\$ 198,891		\$ 46,375		\$	
FTE Per Lane		54		14		5		14		3		

- A. Total Base Salary Cost (All Lanes) \$ 1,060,686
- B. Career Increments/Longevity (Total Costs) \$ ---
- C. Total Salary Schedule Costs (A + B) \$ 1,060,686
- D. Total FTE Teaching Staff (All Lanes) 90
- E. Average Teacher Salary* (C ÷ D) \$ 11,785

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting A. L. BRADLEY Position SUPT. Phone (515) 448 4749

Name of School District EAGLE GROVE COMMUNITY AEA No. 5 Fall 1976 Enrollment 1491

Increment	Lane I Name: <u>105 Hrs.</u>		Lane II Name: <u>BA</u>		Lane III Name: <u>BA+8</u>		Lane IV Name: <u>BA+16</u>		Lane V Name: <u>BA+24</u>		Lane VI Name: <u>MA</u>	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 7830	0	\$ 8700	4	\$ 8874	0	\$ 9048	3	\$ 9222	0	\$ 9657	0
1	8143	0	9048	3	9222	0	9396	1	9587	0	10040	0
2	8456	0	9396	1	9579	0	9770	0	9962	0	10431	0
3	8770	0	9744	1.5	9935	0	10136	0	10327	0	10814	0
4	9083	0	10092	2	10292	1	10492	0	10701	1	11206	1
5	9396	0	10440	7	10649	1	10858	0	11066	0	11588	1
6	9709	0	10788	2	10997	2	11223	0	11432	0	11971	1
7	10022	0	11136	1	11362	1	11580	0	11806	0	12363	0
8	10336	1	11484	0	11710	0	11945	1	12171	0	12746	1
9			11832	0	12067	0	12302	0	12545	0	13137	4
10			12180	0	12424	1	12667	0	12911	2	13520	1
11			12528	0	12780	2	13033	0	13276	0	13903	0
12			12876	0	13137	4	13389	0	13650	0	14294	2
13					13485	9	13755	1	14016	0	14677	0
14							14111	1	14390	1	15068	0
15							14477	7	14755	2	15451	5
16												
17												
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 10336		\$ 191,932		\$ 266,194		\$ 177,690		\$ 80,423		\$ 219,422	
FTE Per Lane	1		21.5		21.0		14.0		6.0		16.0	

Increment	LANE VII Name: <u>MA+15</u>		LANE VIII Name: <u>MA+30</u>		LANE IX Name: _____		LANE X Name: _____		LANE XI Name: _____		LANE XII Name: _____	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 9831	0	\$ 10005	0	\$		\$		\$		\$	
1	10223	0	10405	0								
2	10614	0	10805	0								
3	11014	0	11206	1								
4	11406	0	11606	0								
5	11797	0	12006	0								
6	12189	0	12406	0								
7	12580	0	12806	0								
8	12980	0	13207	0								
9	13372	0	13607	0								
10	13762	0	14007	0								
11	14155	0	14407	0								
12	14546	0	14807	0								
13	14947	0	15208	0								
14	15338	0	15608	1								
15	15730	4.5	16008	0								
16												
17					20,601	2						
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 70,785		\$ 24814		\$ 41202		\$		\$		\$	
FTE Per Lane	4.5		2		2							

- A. Total Base Salary Cost (All Lanes) \$ 1,082,798
- B. Career Increments/Longevity (Total Costs) \$ 40,768
- C. Total Salary Schedule Costs (A + B) \$ 1,123,566
- D. Total FTE Teaching Staff (All Lanes) 88
- E. Average Teacher Salary* (C ÷ D) \$ 12,767

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Deanne Dentlinger Position Secretary Phone (712) 792-3586
 Name of School District Carroll Community AEA No. 11 Fall 1976 Enrollment 1,450

Increment	Lane I Name: <u>E.A.</u>	Lane II Name: <u>B.A. + 15</u>	Lane III Name: <u>M.A.</u>	Lane IV Name: <u>M.A.+15</u>	Lane V Name: <u>M.A.+30</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,675 - 2	\$ 9,065	\$ 9,455	\$ 9,846	\$ 10,236	\$
1	9,065 - 3	9,455	9,846	10,236	10,626	
2	9,455 - 1	9,845	10,236	10,626	11,017	
3	9,846 - 8	10,236 - 1	10,626	11,017	11,407	
4	10,236 - 4.4	10,626 - 2	11,017 - 1	11,407	11,798	
5	10,626 - 5	11,017 - 2	11,407 - 1	11,798	12,188	
6	11,017 - 2	11,407 - 1	11,798 - 1	12,188	12,578	
7	11,407 - 3	11,798 - 2	12,188	12,578	12,969	
8	11,798 - 2	12,188 - 1	12,578	12,969	13,359	
9	12,188 - 1	12,578	12,969	13,359 + 1	13,749	
10	12,578 - 1	12,969	13,359 - 1	13,749 - 1	14,140	
11	12,969	13,359 - 1	13,749	14,140	14,530	
12	13,359 - 3	13,749 - 1	14,140	14,530	14,921	
13		14,140 - 12	14,530	14,921	15,311	
14			14,921 - 4	14,921	15,701	
15				15,701 - 5	16,092	
16					16,482 - 1	
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 375,630	\$ 297,501	\$ 107,265	\$ 105,613	\$ 16,482	\$
FTE Per Lane	30.4	23	8	7	1	

A. Total Base Salary Cost (All Lanes) \$ 902,491
 B. Career Increments/Longevity (Total Costs) \$ 6,300
 C. Total Salary Schedule Costs (A + B) \$ 908,791
 D. Total FTE Teaching Staff (All Lanes) 69.4
 E. Average Teacher Salary* (C ÷ D) \$ 13,095

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting S. Williams Position Supt. Phone 319-465-4255
 Name of School District Monticello AEA No. 10 Fall 1976 Enrollment 1435

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+20</u>	Lane III Name: <u>MA</u>	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9300 5	\$ 9626	\$10,044	\$	\$	\$
1	9579 4	9963	10,446			
2	9858 2	10300	10,848			
3	10137 1	10637	11,250 .5			
4	10416 2	10974 2	11,652			
5	10695	11311 1	12,054			
6	10974 1	11648 1	12,456			
7	11253 1	11985 2	12,858 2			
8	11532 1.428	12322 2	13,260			
9	11811	12659 1	13,662 1			
10	12090 1	12996 3	14,064 1			
11	12369 10.786	13333	14,466 3			
12		13670 12	14,868 1			
13			15,470 14			
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$319,685.35	\$309,208.00	\$333,913.00			
FTE Per Lane	29.21	24	22.5			

A. Total Base Salary Cost (All Lanes) \$962,806.35
 B. Career Increments/Longevity (Total Costs) \$ --
 C. Total Salary Schedule Costs (A + B) \$962,806.35
 D. Total FTE Teaching Staff (All Lanes) 75.71
 E. Average Teacher Salary* (C - D) \$ 12,717.03

75.71 includes Greenwood

* Excluding supplemental, extended contracts, Title I teachers, and nurses

Name of Person Reporting James R. Alexander Position Superintendent Phone (515) 456-2175
 Name of School District Hampton Community AEA No. 2 Fall 1976 Enrollment 1,423

Increment	Lane I Name: <u>90 Hours</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>BA + 15</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 15</u>	Lane VI Name: <u>MA + 30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,280	\$ 9,100 4	\$ 9,555 1	\$ 10,192 1	\$ 10,556	\$ 10,920
1	7,553	9,464 4	9,919 1	10,556	10,920	11,284
2	7,826	9,828 4	10,283 1	10,920	11,284	11,648
3	8,099	10,192 6	10,647 1	11,284	11,648	12,012
4	8,372	10,556 4	11,011 1	11,648	12,012	12,376
5	8,645	10,920 3	11,375 1	12,012	12,376	12,740
6	8,918	11,284 2.5	11,739 3	12,376	12,740	13,104
7	9,191	11,648 1.2	12,103	12,740	13,104	13,468
8	9,464 1	12,012 3	12,467	13,104 1	13,468	13,832
9		12,376 3	12,831 1	13,468	13,832	14,196
10		12,740 1	13,195 2	13,832 1	14,196 1	14,560
11		13,104 3	13,559	14,196 1	14,560	14,924
12		13,468 6	13,923 8.8	14,560	14,924	15,288
13				14,924	15,288	15,652
14				15,288 1	15,652	16,016
15				15,652 6	16,016 2	16,380
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>9,464</u>	\$ <u>497,916</u>	\$ <u>248,375</u>	\$ <u>160,524</u>	\$ <u>46,228</u>	\$ <u>None</u>
FTE Per Lane	<u>1</u>	<u>44.7</u>	<u>19.8</u>	<u>11</u>	<u>3</u>	<u>None</u>

A. Total Base Salary Cost (All Lanes) \$ 962,507
 B. Career Increments/Longevity (Total Costs) \$ None
 C. Total Salary Schedule Costs (A + B) \$ 962,507
 D. Total FTE Teaching Staff (All Lanes) 79.5
 E. Average Teacher Salary* (C ÷ D) \$ 12,107

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting D. Dean Curtis Position Superintendent Phone (319) 646-6094
 Name of School District Mid-Prairie Community AEA No. 10 Fall 1976 Enrollment 1417

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: <u>MA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,800 - 1	\$ 9,240 - 1	\$ 9,680	\$ 10,120	\$ 10,560	\$ 11,000
1	9,152 - 4	9,592	10,032	10,472	10,912 - 1	11,352
2	9,504 - 4	9,944 - 2	10,384	10,824	11,264	11,704
3	9,856 - 3	10,296 - 3	10,736	11,176	11,616	12,056
4	10,208 - 1.2	10,648 - 1	11,088	11,528 - 1	11,968	12,408
5	10,560 - 1.5	11,000 - 1	11,440	11,880	12,320	12,760
6	10,912 - 4	11,352	11,792 - 1	12,232 - 3	12,672	13,112
7	11,264 - 3	11,704	12,144 - .3	12,584 - 2	13,024	13,464
8	11,616 - 1	12,056 - .5	12,496	12,936 - 1	13,376	13,816
9	11,968 - 3.6	12,408	12,848 - 1	13,288	13,728	14,168
10		12,760 - 3	13,200	13,640 - 1	14,080	14,520
11		13,112 - 1	13,552 - 1	13,992 - 3	14,432	14,872
12		13,464 - 10	13,904 - 5	14,344	14,784	15,224
13				14,696 - 1	15,136	15,576
14				15,048	15,488	15,928
15				15,400 - 8	15,840 - 4	16,280 - 2
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>273,221</u>	\$ <u>273,724</u>	\$ <u>111,355</u>	\$ <u>279,840</u>	\$ <u>74,272</u>	\$ <u>32,560</u>
FTE Per Lane	<u>26.3</u>	<u>22.5</u>	<u>8.3</u>	<u>20.0</u>	<u>5.0</u>	<u>2.0</u>

A. Total Base Salary Cost (All Lanes) \$ 1,044,972
 B. Career Increments/Longevity (Total Costs) \$ 2,660
 C. Total Salary Schedule Costs (A + B) \$ 1,047,632
 D. Total FTE Teaching Staff (All Lanes) 84.1
 E. Average Teacher Salary* (C ÷ D) \$ 12,459.36

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Donald W. Mueller Position Supt. Phone (319) 422-3851

Name of School District North Fayette County Comm. AEA No. 1 Fall 1976 Enrollment 1414

Increment	Lane I Name: 90 Hrs.	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: BA+30	Lane V Name: MA	Lane VI Name: MA+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,565	\$ 8,900- 1.0	\$ 9,034	\$ 9,345	\$ 9,523- 2.0	\$ 9,701
1	7,788	9,212- 5.0	9,452- 1.0	9,683	9,870	10,057
2	8,010	9,523- 4.0	9,781	10,021	10,217	10,413
3	8,233	10,013- 1.5	10,315	10,582	10,796	11,018
4	8,455	10,458- 6.5	10,805	11,098- 1.0	11,330	11,579
5	8,517	10,769- 3.0	11,134	11,437	11,677- 1.0	11,935
6	8,900	11,081- 1.5	11,463- 2.0	11,775	12,024- 1.0	12,291
7	9,123	11,526	11,926- 1.0	12,246	12,505	12,780
8	9,345	11,971	12,389- 3.0	12,718	12,985- .6	13,270
9	9,568	12,282- .5	12,718	13,056	13,332- 2.0	13,626
10	9,790	12,594- 1.0	13,047- 1.0	13,395	13,679- 1.0	13,982- 1.0
11		12,905- 1.0	13,377	13,733- 1.0	14,026- 2.0	14,338
12		- 2.0	13,706- 1.0	14,071- 2.0	14,374- 1.0	14,694
13		- 2.5	- 2.0	- 2.0	14,721	15,050
14		13,261	- 2.0	- 2.0		15,406
15			14,151	14,516- 1.0		
16			- 1.0		15,210	- 1.0
17		13,617- 1.0			- 2.0	15,940
18			14,596- 3.0	14,961- 5.0	- 1.0	
19					15,700	
20						16,474- 1.0
21						
22						
23						
24						
Salary Cost Per Lane	\$ -0-	\$ 328,308	\$ 193,575	\$ 198,578	\$ 178,937	\$ 45,862
FTE Per Lane	0	30.5	15.0	14.0	13.6	3.0

Increment	LANE VII Name: MA+30	LANE VIII Name: Specialist	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,879	\$ 10,057	\$	\$	\$	\$
1	10,244	10,431				
2	10,609	10,805				
3	11,232	11,454				
4	11,810	12,060				
5	12,175	12,433				
6	12,540	12,807				
7	13,039	13,314				
8	13,537	13,822				
9	13,902	14,196				
10	14,267- 1.0	14,567				
11	14,632	14,943				
12	14,997	15,317				
13	15,361	15,691				
14	15,726	16,065				
15	- 1.0	16,438				
16						
17	16,305					
18		17,061				
19						
20	16,883					
21		17,684				
22						
23						
24						
Salary Cost Per Lane	\$ 29,993	\$ -0-	\$	\$	\$	\$
FTE Per Lane	2.0	-0-				

- A. Total Base Salary Cost (All Lanes) \$ 975,253
- B. Career Increments/Longevity (Total Costs) \$ 7,056 (392 ea - for MA in field)
- C. Total Salary Schedule Costs (A + B) \$ 982,309
- D. Total FTE Teaching Staff (All Lanes) 78.1
- E. Average Teacher Salary* (C ÷ D) \$ 12,578

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Frank Linduska Position Sup't. Phone (515) 386-4168

Name of School District Jefferson Community AEA No. 5 Fall 1976 Enrollment 1,412

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: BA + 30 or MA out of field	Lane IV Name: MA in field or Lane III + 15	Lane V Name: Lane IV + 15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,830 -7	\$ 8,980	\$ 9,180	\$ 9,430	\$ 9,730	\$
1	9,017 -6	9,167 -1	9,367 -1	9,617	9,917	
2	9,146 -1	9,393	9,640	9,887 -2	10,134	
3	9,381 -3	9,634 -1	9,889	10,143	10,397	
4	9,720 -4	9,983	10,248 -1	10,512 -1	10,777	
5	10,059 -3	10,331 -3	10,607	10,880 -1	11,156	
6	10,397 -1	10,680 -1	10,965	11,249 -2	11,534	
7	10,736	11,027	11,324	11,617	11,914	
8	11,075 -3	11,375	11,684 -1	11,984	12,293	
9	11,413 -1	11,724 -1	12,042 -1	12,353 -1	12,671	
10	11,752	12,072 -1	12,401	12,721	13,050	
11	12,090 -1	12,419 -2	12,759	13,090	13,430	
12	12,429 -1	12,767	13,118	13,458	13,809	
13	13,165 -7	13,116	13,477	13,826	14,187	
14		13,897 -4	13,836 -1	14,195 -2	14,567	
15			14,641 -9	14,563 -1	14,946	
16				15,417 -5	15,324	
17					16,200 -2	
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 393,968	\$ 164,696	\$ 188,946	\$ 196,055	\$ 32,400	\$
FTE Per Lane	38	14	14	15	2	

- A. Total Base Salary Cost (All Lanes) \$ 976,065
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 976,065
- D. Total FTE Teaching Staff (All Lanes) 83
- E. Average Teacher Salary* (C ÷ D) \$ 11,760

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Jerry Peterson Position Sup't. Phone (712) 324 - 2501

Name of School District Sheldon AEA No. 4 Fall 1976 Enrollment 1391

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30	Lane VII Name: MA+45
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,600 - 2	\$ 8,987 -	\$ 9,374	\$ 9,761	\$ 10,148	\$ 10,535	\$ 10,922
1	8,987 - 3.5	9,374	9,761	10,148	10,535	10,922	11,309
2	9,374 - 3	9,761 - 1	10,148	10,535	10,922	11,309	11,696
3	9,761 - 5	10,148	10,535	10,922	11,309	11,696	12,083
4	10,148 - 3.5	10,535	10,922	11,309	11,696	12,083	12,470
5	10,535 - 6	10,922 - 1	11,309 - 1	11,696	12,083	12,470	12,857
6	10,922 - 2	11,309 - 1	11,696	12,083	12,470	12,857	13,244
7	11,309 - 1	11,696	12,083	12,470 - 1	12,857	13,244	13,631
8	11,696 - 2	12,083	12,470	12,857 - 1	13,244	13,631	14,018
9	12,083 - .5	12,470	12,857	13,244 - 2	13,631	14,018	14,405
10	12,470 - 4	12,857 - 2.5	13,244	13,631	14,018	14,405	14,792
11		13,244 - 2	13,631	14,018 - 3	14,405	14,792	15,179
12		13,631 - 3	14,018 - 3	14,405 - 1	14,792 - 1	15,179	15,566
13				14,792 - 3	15,179 - 3	15,566	15,953
14				15,179 - 5	15,566 - 5	15,953 - 1	16,340 - 1
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$336,776	\$199,671	\$ 53,363	\$ 228,545	\$ 138,159	\$ 15,953	\$ 16,340
FTE Per Lane	32.5	15.5	4	16	9	1	

- A. Total Base Salary Cost (All Lanes) \$ 988,307
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 988,307
- D. Total FTE Teaching Staff (All Lanes) 79
- E. Average Teacher Salary* (C ÷ D) \$ 12,517

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marilyn Bennett Position Secretary Phone (319)838-2211

Name of School District CENTRAL LEE COMMUNITY AEA No. 16 Fall 1976 Enrollment 1362

Increment	Lane I Non Name: Certified	Lane II Name: BA	Lane III Name: BA +10	Lane IV Name: BA + 20	Lane V Name: MA	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,544	\$8,900-6	\$9,256	\$ 9,612	\$9,968-1	\$
1	8,900	9,256-6	9,612	9,968	10,324	
2	9,256	9,612-5	9,968	10,324	10,680	
3	9,612	9,968-3	10,324-2	10,680	11,036-1	
4	9,968	10,324-4	10,680	11,036	11,392	
5		10,680-4	11,036	11,392	11,748-2.5	
6		11,036-2	11,392-1	11,748-1	12,104	
7		11,392-2	11,748-2	12,104	12,460-1	
8		11,748-3.5	12,104	12,460	12,816	
9		12,104-5	12,460-2	12,816-1	13,172-2	
10			12,816-4.5	13,172	13,528-1	
11				13,528-6	13,884-1	
12					14,240-6	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$17,410	\$38,128	\$05,732	\$202,030	\$
FTE Per Lane	*Non	40.5	11.5	8	15.5	

*Non Certified is intended to apply towards calculating the Nurse's Salary.

- A. Total Base Salary Cost (All Lanes) \$863,300
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$863,300
- D. Total FTE Teaching Staff (All Lanes) 75.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,434

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Betty Hultman Position Board Secretary Phone (712) 642-2706

Name of School District Missouri Valley Community AEA No. 13 Fall 1976 Enrollment 1355

Increment	Lane I Name: +100	Lane II Name: B.A.	Lane III Name: BA+15	Lane IV Name: M.A.	Lane V Name: M.A+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,395.00	8,700.00- 2	9,135.00	\$ 9,570.00	\$ 10,005.00	\$ 10,440.00
1	7,656.00	9,048.00- 3	9,526.50	10,005.00	10,440.00	10,875.00
2	7,917.00	9,396.00- 1	9,918.00- 1	10,440.00- 4	10,875.00	11,310.00
3	8,178.00	9,744.00- 3	10,309.50- 2	10,875.00	11,310.00	11,745.00
4	8,439.00	10,092.00- 2	10,701.00	11,310.00	11,745.00	12,180.00
5	8,700.00	10,440.00- 2	11,092.50- 3	11,745.00	12,180.00	12,615.00
6	8,961.00	10,788.00- 3	11,484.00- 2	12,180.00	12,615.00	13,050.00
7	9,222.00	11,136.00- 4	11,875.50	12,615.00- 1	13,050.00	13,485.00
8	9,483.00	11,484.00- 1	12,267.00- 2	13,050.00- 1	13,485.00	13,920.00
9	9,744.00- 1	11,832.00- 2	12,658.50	13,485.00- 2	13,920.00	14,355.00
10		12,180.00- 1	13,050.00- 1	13,920.00	14,355.00	14,790.00
11		12,528.00-11	13,441.50- 8	14,355.00- 2	14,790.00- 2	15,225.00
X2						
X3		4 8,874.00- 2				
X4		14 9,222.00- 1				
X5		24 9,570.00- 1	24 10,113.75-1			
X6		44 10,266.00- 1				
X7		74 11,310.00- 1				
X8						
X9						
X0						
X1						
X2						
X3						
X4						
Salary Cost Per Lane	\$ 9,744.00	\$444,396.00	\$242,012.25	\$ 86,565.00	\$ 29,580.00	\$
FTE Per Lane	1	41	20	64	2	

- A. Total Base Salary Cost (All Lanes) \$ 812,297.25
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$812,297.25
- D. Total FTE Teaching Staff (All Lanes) 704
- E. Average Teacher Salary* (C ÷ D) \$ 11,521.95

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard Schuchert Position Superintendent Phone (712) 336-2820
 Name of School District Spirit Lake Community AEA No. 3 Fall 1976 Enrollment 1343

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,750 3	\$ 9,188	\$ 9,625	\$ 10,281	\$ 10,719	\$ 11,156
1	9,188	9,625	10,063	10,719	11,156	11,594
2	9,625	10,063	10,500	11,156	11,594	12,031
3	10,063 6	10,500	10,938	11,594 1	12,031	12,469
4	10,500 2	10,938 3	11,375	12,031	12,469	12,906
5	10,938 1	11,375 2	11,813	12,469 1	12,906	13,344
6	11,375 2	11,813 3	12,250	12,906 1	13,344	13,781
7	11,813 2.6	12,250	12,688	13,344 1	13,781	14,219
8	12,250 1	12,688	13,125 1	13,781	14,219	14,656
9	12,688 1	13,125	13,563	14,219 2	14,656	15,094
10	13,125	13,563	14,000 1	14,656	15,094	15,531
11	13,275 3	14,000 2	14,438	15,094 1	15,531 1	15,969
12		14,150 4	14,875 1	15,531 1	15,969	16,406
13		14,300 6	15,025 1	15,969	16,406	16,844
14			15,175 2	16,119 5	16,844	17,281 1
15			15,325	16,269 1	16,994	17,719 1
16				16,419 1	17,144	17,869
17					17,294	18,019
18						18,169
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$236,793	\$ 261,403	\$ 100,063	\$ 129,402	\$ 15,531	\$ 35,000
FTE Per Lane	21.6	20	7	13	1	2

- A. Total Base Salary Cost (All Lanes) \$ 778,192
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 778,192
- D. Total FTE Teaching Staff (All Lanes) 64.5
- E. Average Teacher Salary* (C ÷ D) \$ 12,046

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. P. Paulsen Position Supt. Phone (712-) 563-3181
 Name of School District Audubon AEA No. XI Fall 1976 Enrollment 1317

Increment	Lane I Name: 90 hr.	Lane II Name: BA	Lane III Name: BA+10	Lane IV Name: BA+20	Lane V Name: MA	Lane VI Name: MA+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7400	\$ 9100 - 3.6	\$ 9300 - 1	\$ 9550	\$ 9850	\$ 10050
1	7500	9464 - 5	9672	9932	10244	10452
2	7600	9828 - 2	10044	10314	10638	10854
3	7700	10192 - 4	10416	10696	11032	11256
4	7800	10556 - 2	10788 - 1	11078	11426 - 1	11658
5	7900	10920 - 2	11160 - 1	11460	11820	12060
6	8000	11284 - 2	11532	11842	12214 - 1	12462
7	8100	11648	11904	12224	12608	12864
8	8200	12012 - 1	12276	12606 - 1	13002 - 1	13266
9	8300 - 2	12376 - 1	12648	12988	13396	13668
10		12740	13020 - 1	13370 - 1	13790 - 1	14070
11		13104	13392	13752	14184 - 2	14472
12		13468 - 1	13764 - 1	14134 - 1	14578 - 2	14874
13		13832 - 8.8	14136 - 16	14516 - 7	14972 - 2	15276
14					15366	15678 - 1
15					15760	16080
16					16154	16482
17					16548 - 3	16884 - 1
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 16,600	\$ 365,602	\$ 284,208	\$ 141,722	\$ 187,544	\$ 32,562
FTE Per Lane	2	32.4	21	10	13	2

- A. Total Base Salary Cost (All Lanes) \$ 1,028,238
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 1,028,238
- D. Total FTE Teaching Staff (All Lanes) 80.4
- E. Average Teacher Salary* (C ÷ D) \$ 12,789

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John Thomas Position Superintendent Phone (319) 922-2091

Name of School District Maquoketa Valley Community AEA No. I Fall 1976 Enrollment 1255

Increment	Lane I Name: <u>Non-Degree</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>BA+10</u>	Lane IV Name: <u>BA+20</u>	Lane V Name: <u>MA</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8190	\$ 9100 - 7	\$ 9464	\$ 9828	\$ 10,192 - 1	\$
1	8517	9464 - 5	9828	10192	10,556	
2	8845	9828 - 2	10192	10556 - 1	10,920	
3	9172	10192 - 5	10556	10920	11,284 - 1	
4	9500	10556 - 2	10920	11284	11,648	
5	9828 - 1.5	10920 - 2	11284 - 1	11648	12,012	
6		11284 - 3	11648 - 1	12012 - 1	12,376	
7		11648 - 1	12012	12376 - 2	12,740 - 1	
8		12012 - 1	12376 - 1 4/7	12740	13,104 - 3	
9		12376 - 1.5	12740	13104	13,468	
10		12740 - 5	13104 - 2	13468	13,832	
11			13468 - 6	13832	14,196 - 1	
12				14196 - 4	14,560	
13					14,924	
14					15,288 - 2	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$14,742	\$364,364	\$ 149,396	\$ 104,104	\$ 118,300	\$
FTE Per Lane	1.5	34.5	11 4/7	8	9	

- A. Total Base Salary Cost (All Lanes) \$ 750,906
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 750,906
- D. Total FTE Teaching Staff (All Lanes) 64.57
- E. Average Teacher Salary* (C ÷ D) \$ 11,629

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Louis Friestad, Jr. Position Superintendent Phone (515) 278-0470

Name of School District Johnston Community School AEA No. 11 Fall 1976 Enrollment 1239

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>MA</u>	Lane IV Name: <u>MA+15</u>	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9350 - 3	\$ 9650	\$ 10050	\$ 10450	\$	\$
1	9650 - 3	9975 - 1	10425 - 2	10850		
2	9950 - 5	10300	10800 - 1	11250		
3	10250 - 1	10625 - 1	11175 - 1	11650		
4	10550 - 3	10950 - 5	11550 - 3.5	12050		
5	10850 - 1	11275 - 3	11925	12450		
6	11150 - 1	11600	12300 - 3	12850		
7	11450 - 2	11925 - 2	12675	13250		
8	11750 - 1	12250 - 1	13050 - 1	13650		
9	12050	12575 - 2	13425	14050		
10	12350	12900 - 2	13800 - 1	14450		
11	12650 - 1	13225 - 1	14175 - 1	14850		
12	12950	13550 - 1	14550	15250 - 1		
13	13250	13875	14925 - 1	15650		
14	13550	14200	15300	16050 - 1		
15	13850	14525 - 3	15675	16450		
16	14650 - 2	15400 - 5	16650 - 3	17500 - 2		
17						
18						
19						
20	One BA teacher					
21	\$8,965 (hired late)					
22						
23						
24						
Salary Cost Per Lane	\$ 256,215.	\$	\$	\$	\$	\$
FTE Per Lane	24	27	17.5	4		

- A. Total Base Salary Cost (All Lanes) \$ 892,140
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 892,140
- D. Total FTE Teaching Staff (All Lanes) 72.5
- E. Average Teacher Salary* (C ÷ D) \$ 12,305.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles Underwood Position Supt Phone (319) 827-1761

Name of School District Jesup Community AEA No. 7 Fall 1976 Enrollment 1232

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>BA+15</u>	Lane IV Name: <u>BA+30</u>	Lane V Name: <u>M.A.</u>	Lane VI Name: <u>MA+15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9100 - 8	\$ 9282	\$ 9464	\$ 9828	\$ 10192	\$ 10556
1	9464 - 6	9646	9828	10192	10556	10920
2	9828 - 2	10010	10192	10566	10920	11284
3	10192 - 6	10374 - 2	10556	10920	11284	11648
4	10556 - 5	10738	10920	11284	11648	12012
5	10920 - 4	11102	11284	11648	12012	12376
6	11284 - 5	11466	11648	12012	12376	12740
7	11648 - 1	11830	12012	12376	12740	13104
8	12012 - 2	12194	12376	12740	13104 - 2	13468
9	12376 - 2	12558 - 1	12740	13104	13468	13832
10	12740 - 8	12922	13104 - 1	13468	13832	14196
11		13286 - 1	13468 - 1	13832	14196	14560
12		13650 - 1	13832 - 2	14196	14560	14924
13				14560 - 2	14924 - 1	15288
14					15288	15652
15						16016
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 525,616	\$ 46440	\$ 54236	\$ 29120	\$ 41132	\$ _____
FTE Per Lane	49	4	4	2	3	0

- A. Total Base Salary Cost (All Lanes) \$ 696,544
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 696,544
- D. Total FTE Teaching Staff (All Lanes) 62
- E. Average Teacher Salary* (C ÷ D) \$ 11235

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting L. Eugene Johnson, Ph.D. Position Superintendent Phone (319) 394-3101

Name of School District Mediapolis Community AEA No. 16 Fall 1976 Enrollment 1232

Increment	Lane I Name: <u>105 Hrs</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+10</u>	Lane IV Name: <u>BA+20</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7438	\$ 8750 - 3	\$ 9100	\$ 9450	\$ 9800	\$ _____
1	7736	9100 - 4	9450	9800	10150	
2	8034	9450 - 3	9800	10150 - 1	10500	
3	8332	9800 - 2.5	10150	10500	10850	
4	8630	10150* 2	10500	10850	11200 - 1	
5	8928	10500* 1	10850	11200 - 1	11550 - 1	
6	9226	10850* 3	11200* 1	11550	11900	
7	9449	11200 - 4	11550	11900	12250	
8	9672 - 1	11550 - 1	11900	12250	12600	
9		11900 - 1	12250 - 1	12600	12950 - 1	
10		12163 - 2	12600	12950	13300	
11		12426 - 1	12863 - .5	13300 - 1	13650 - 1	
12			13126* 9	13563	14000	
13				13826 - 10	14263	
14					14526 - 1	
15						
16		*Step 4½ - 1	*Step 6½ - 1			
17						
18		*Step 5½ - 2	*Step 11½ - 1			
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9672	\$ 315,527	\$ 172,386	\$ 172,910	\$ 63,876	\$ _____
FTE Per Lane	1	30.5	13.5	13	5	

- A. Total Base Salary Cost (All Lanes) \$ 734,371
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 734,371
- D. Total FTE Teaching Staff (All Lanes) 63
- E. Average Teacher Salary* (C ÷ D) \$ 11,657

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Ramon H. Green Position Supt. Phone (319) 933 2218

Name of School District Sta. mont AEA No. 1 Fall 1976 Enrollment 1231

Increment	Lane I Name: 60 Hrs.	Lane II Name: 75 Hrs.	Lane III Name: 90 Hrs.	Lane IV Name: 105 Hrs	Lane V Name: BA	Lane VI Name: BA+10
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6265	\$ 6713	\$ 7160	\$ 7608	\$ 8950-3.5	\$ 9219
1	6453	6914	7375	7836	9219-6	9496
2	6704	7183	7661	8141	9577-3	9864-2
3	6954	7451	7948	8445	9935-6	10233
4	7205	7720	8234	8749	10293-2	10602
5					10651-4	10971
6					11009-1.5	11339
7					11367-3	11708-1
8					11725-3	12077
9					12083-15	12446-3.5
10						
11						
12						
13						
14						
15						
16						
17						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ -----	\$ -----	\$ -----	\$ -----	\$ 505204	\$ 74997
FTE Per Lane	0	0	0	0	47	6.5

Increment	LANE VII Name: BA+20	LANE VIII Name: BA+10	LANE IX Name: MA	LANE X Name: MA+10	LANE XI Name: MA+20	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9487	\$ 9756	\$ 10203	\$ 10651	\$ 11098	\$
1	9772-1	10049	10510	10971	11431	
2	10151	10439	10917-1	11397	11875	
3	10531	10829	11325	11823	12319	
4	10910-1	11219	11733-1	12249	12763	
5	11290	11610	12142	12675	13207	
6	11669	12000	12550	13101	13651	
7	12048	12390	12958	13527	14094	
8	12428	12780	13366	13953	14538	
9	12807-1	13171	13774-1	14379	14982	
10	13282-2	13658-2	14284-2	14911	15537	
11			14794-1	15444	16092	
12			15305-2	15977	16647	
13			15815-2	16509-2	17202	
14						
15						
16						
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22						
23						
24						
Salary Cost Per Lane	\$ 60053	\$ 27316	\$ 142026	\$ 33018	\$ -----	\$ -----
FTE Per Lane	5	2	10	2	0	

- A. Total Base Salary Cost (All Lanes) \$ 842,614
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 842,614
- D. Total FTE Teaching Staff (All Lanes) 72.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,622

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Margaret Sullivan Position Business Mgr. Phone (319) 627-2116
 Name of School District West Liberty Community AEA No. IX Fall 1976 Enrollment 1229

Increment	Lane I Name: 60 hrs	Lane II Name: 90 hrs	Lane III Name: BA	Lane IV Name: BA+12	Lane V Name: BA+24	Lane VI Name: MA	Lane VII Name: MA+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7608	\$ 8055	\$ 8950- 3	\$ 9308	\$ 9666	\$ 10024- 1	\$ 10382
1	7912	8377	9308- 5	9680- 1	10053	10425- 1	10797
2	8216	8699	9666- 3	10052- 1	10440- 1	10826	11212
3	8520	9021	10024- 5	10424- 3	10827- 1	11227- 1	11627
4	8824	9343	10382- 3	10796- 1	11214	11628	12042- 1
5	9128	9665	10740- 3.5	11168- 2	11601	12029- 1	12457
6	9432- 1	9987	11098- 2	11540	11988- 1	12430	12872
7		10309- 3	11456- 1	11912- 2	12375	12831- 2	13287
8			11814- 1	12284	12762- 1	13232- 1	13702
9			12172- 1	12656- 1	13149	13633- 3	14117
10			12530- 2	13028	13536	14034- 1	14532- 1
11				13400- 7	13923- 1	14435	14947
12					14310- 4	14836	15362
13						15237	15777
14						16192- 3	16192- 3
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 9,432	\$ 30,927	\$ 303,942	\$ 214,416	\$ 117,180	\$ 137,532	\$ 75,150
FTE Per Lane	1	3	29.5	18	9	11	5

- A. Total Base Salary Cost (All Lanes) \$ 888,579
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 888,579
- D. Total FTE Teaching Staff (All Lanes) 76.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,615

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting James F. Hemphill Position Supt Phone (515) 483-2660
 Name of School District West Marshall AEA No. 6 Fall 1976 Enrollment 1208

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: MA	Lane IV Name: MA+15	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,000 - 2	\$ 9,400 - 1	\$ 9,800	\$ 10,100	\$	\$
1	9,320 - 3.5	9,720	10,120	10,420		
2	9,640 - 12.5	10,040	10,440 - 1	10,740		
3	9,960 - 3	10,360	10,760	11,060		
4	10,280 - 2.5	10,680	11,080	11,380		
5	10,600 - 2	11,000	11,400	11,700		
6	10,920 - 1.7	11,320	11,720 - 1	12,020		
7	11,240 - 2	11,640	12,040 - 2	12,340		
8	11,560 - 1	11,960	12,360	12,660		
9	11,880	12,280	12,680 - 1	12,980		
10	12,200	12,600 - 2	13,000	13,300 - 1		
11	12,520 - 8	12,920	13,320	13,620		
12		13,240 - 13	13,640 - 1	13,940		
13			13,960 - 4	14,260		
14				14,580		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 401,064	\$ 206,720	\$ 128,400	\$ 13,300	\$	\$
FTE Per Lane	38.2	16	10	1		

- A. Total Base Salary Cost (All Lanes) \$ 749,484
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 749,484
- D. Total FTE Teaching Staff (All Lanes) 65.2
- E. Average Teacher Salary* (C ÷ D) \$ 11,530

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Connie Marker Position Dist. Secretary Phone (515) 597-1975

Name of School District Ballard Community AEA No. XI Fall 1976 Enrollment 1203

Increment	Lane I Name: 90Hours	Lane II Name: 105Hours	Lane III Name: B.A.	Lane IV Name: B.A.+ 12	Lane V Name: B.A.+ 24	Lane VI Name: M.A.	LANE VII Name: M.A.+ 12
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7565	\$ 7832	\$ 8900- 3.4	\$ 9256	\$ 9612	\$ 9968	\$ 10324
1	7832	8099	9256- 1.6	9612	9968	10324	10680
2	8099	8366	9612- 3	9968- 1	10324	10680- 1	11036
3	8366	8633	9968- 3	10324- 2	10680- 1	11036	11392
4	8633	8900	10324- 5.5	10680- 2.5	11036- 2	11392	11748
5	8900	9167	10680- 6	11036	11392- 1	11748	12104
6	9167	9434	11036- 6	11392	11748- 1	12104- 1	12460
7	9434	9701	11392- 2	11748- 1	12104	12460- 2	12816
8	9701	9968	11748- 3	12104	12460	12816	13172
9		10235- 1	12104- 1	12460- 2	12816	13172	13528
10			12460	12816- 1	13172	13528- 1	13884
11			12816- 2	13172	13528- 1	13884	14240
12				13528- 4.6	13884	14240- .4	14596
13					14240- 3	14596	14952
14						14952	15308
15						15308- 2	15664
16							
17							
18							
19							
20							
21							
22							
23							
Salary Cost Per Lane	\$ _____	\$ 10,235.	\$ 386,652.	\$ 169,029.	\$ 112,140.	\$ 97,544.	\$ _____
FTE Per Lane		1.	36.5	14.1	9.	7.4	

- A. Total Base Salary Cost (All Lanes) \$ 775,600.
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 775,600.
- D. Total FTE Teaching Staff (All Lanes) 68.
- E. Average Teacher Salary* (C ÷ D) \$ 11,406.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Clarence S. Lippert Position Supt. Phone (712) 542-5165

Name of School District Clarinda Community AEA No. 13 Fall 1976 Enrollment 1196

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30	LANE VII Name: Special
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500 4	\$ 8700	\$ 8900	\$ 9100	\$ 9300	\$ 9500	\$ 9700
1	8765	8975	9185	9415	9625	9835	10035
2	9030 1	9250	9470	2½ 9720.5 1	9950	10170	10370
3	9295 3	9525	9755	9730	10275	10505	10705
4	9560 4	9800	10040 1	10045 2	10600	10840	11040
5	9825 3	10075	10325	10675 1	10925	11175	11375
6	10090 2	10350	10610	10990 3	11250	11510	11710
7	10355 1	10625 1	10895	11305 1	11575	11845	12045
8	10620 1	10900 1	11180	11620	11900	12180	12380
9	10885 2	11175 3	11465 1	11935	12225	12515	12715
10	11150 2	11450	11750 1	12250 1	12550	12850	13050
11	11415	11725	12035	12565	12875 1	13185	13385
12	11680 1	12000	12380	12910	13220	13530	13730
13	11935 2	12261 7	12725 1	13255 2	13565	13875	14075
14			12992 4	13600 3	13910 1	14220	14420
15				13945 3	14255	14565	14765
16				14218 5	14534 1	14850 2	15056 1
17x7½	5111.25 ½	5381.25 ½					
18				5½ 5258.75 ½			
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 264,516.25	\$ 146,258.25	\$ 97,948.00	\$ 282,356.25	\$ 41,319.00	\$ 29,700.00	\$ 15,056
FTE Per Lane	26.5	12.5	8.0	22.5	3.0	2.0	1.0

- A. Total Base Salary Cost (All Lanes) \$ 877,153.75
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 877,153.75
- D. Total FTE Teaching Staff (All Lanes) 75.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,617.93

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting W. E. Diedrichsen Position Superintendent Phone (319) 886-6121

Name of School District Tipton Community School AEA No. 10 Fall 1976 Enrollment 1159

Increment	Lane I Name: 75 hours	Lane II Name: 90 hours	Lane III Name: 105 hours	Lane IV Name: B.A.	Lane V Name: B.A. +15	Lane VI Name: B.A.+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$ 8850- 1	\$ 9278- 1	\$ 9705
1				9107- 4.8	9534- 1.33	9962
2				9449- 5	9876	10304
3				9876- 5	10304	10731
4				10389- 2.4	10817- 1	11244
5	8423	8850	9278	10988- 1	11415- 1	11843
6	8850	9278	9705	11415- 3	11843- 2	12270
7		9705- 1	10133	11843	12270- 1	12698
8			10560- 1.57	12270- .25	12698	13125- 1
9				12698- 1	13125- 2	13553- 1
10				13125- 11	13553- 1	13980
11					13980- 4	14408- 3
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 9705	\$ 16,579	\$ 379,497	\$ 175,869	\$ 69,902
FTE Per Lane		1	1.57	34.45	14.33	5

Increment	LANE VII Name: M.A.	LANE VIII Name: M.A.+15	LANE IX Name: M.A.+30	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9962- 1	\$ 10389	\$ 10817	\$	\$	\$
1	10218- 1	10646	11073			
2	10560	10988	11415			
3	10988- 2	11415	11843			
4	11501	11928	12356			
5	12099	12527	12954			
6	12527	12954	13382			
7	12954- 1	13382	13809			
8	13382- 1	13809	14237			
9	13809	14237	14664			
10	14237- 1	14664	15092			
11	14664	15092	15519			
12	15092- 1	15519	15947			
13	15519	15947	16374			
14	15947- 4	16374	16802			
15		16802	17229			
16			17657- 1			
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 161,609	\$ 0	\$ 17,657	\$ _____	\$ _____	\$ _____
FTE Per Lane	12	0	1			

- A. Total Base Salary Cost (All Lanes) \$ 830,818
- B. Career Increments/Longevity (Total Costs) \$ 0.00
- C. Total Salary Schedule Costs (A + B) \$ 830,818
- D. Total FTE Teaching Staff (All Lanes) 69.35
- E. Average Teacher Salary* (C ÷ D) \$ 11,980

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting W. E. Anderson Position Supt. Phone (515) 993-4283

Name of School District Adel-DeSoto AEA No. 11 Fall 1976 Enrollment 1155

Increment	Lane I Non- Name: Degree	Lane II Name: BA	Lane III Name: BA+15	Lane IV MA Name: or BA+40	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8,050 - 1	\$	\$	\$	\$
1		9,140 - 6.8	9,440	9,760		
2		9,430 - 3	9,750 - 1.8	10,100		
3		9,720 - 3	10,060	10,440		
4		10,010 - 8.5	10,370 - 2	10,780 - 1		
5	9,010 - 1	10,300 - 6	10,680 - 1.5	11,120		
6		10,590 - 0.4	10,990	11,460 - 2		
7		10,880 - 3	11,300 - 2	11,800 - 1		
8		11,170 - 2	11,610 - 2	12,140 - 1		
9		11,460 - 1	11,920 - 1	12,480		
10		11,750 - 1	12,230 - 1	12,820		
11		12,040 - 1	12,540	13,160		
12		12,330 - 4.7	12,850	13,500 - 1		
13			13,160	13,840 - 1		
14			13,470 - 3	14,180		
15				14,520 - 4	15,050 - 1	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9,010	\$ 427,754	\$ 164,690	\$ 143,060	\$ 15,050	\$
FTE Per Lane	1.0	41.4	14.3	11.0	1.0	

A. Total Base Salary Cost (All Lanes)	\$ 759,564
B. Career Increments/Longevity (Total Costs)	\$ 0
C. Total Salary Schedule Costs (A + B)	\$ 759,564
D. Total FTE Teaching Staff (All Lanes)	68.7
E. Average Teacher Salary* (C ÷ D)	\$ 11,056

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Keith E. O'Connell Position Superintendent Phone (319) 776-7461

Name of School District Turkey Valley AEA No. I Fall 1976 Enrollment 1150

Increment	Lane I Name: <u>2 yr.</u>	Lane II Name: <u>3 yr.</u>	Lane III Name: <u>B.A.</u>	Lane IV Name: <u>B.A.+10</u>	Lane V Name: <u>B.A.+20</u>	Lane VI Name: <u>B.A.+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6750	\$ 7200	\$ 9000 - 4	\$ 9315	\$ 9630	\$ 9945
1	7020	7488	9360 - 1	9675 - 1	9990	10,305
2	7290	7776	9720 - 2	10,035 - 3	10,350	10,665
3	7560	8064	10,080 - 2	10,395	10,710	11,025
4	7830	8352	10,440 - 1	10,755	11,070 - 1	11,385
5	8100	8640	10,800 - 2	11,115 - 4	11,430 - 1	11,745
6	8370	8928	11,160	11,475	11,790 - 1	12,105
7	8640	9216	11,520 - 1	11,835 - 1	12,150 - 2	12,465
8	8910 - 2	9504 - 3	11,880 - 2	12,195 - 2	12,510	12,825
9			12,240	12,555	12,870	13,185
10			12,600 - 2	12,915	13,230	13,545
11				13,275 - 3	13,590 - 2	13,905
12					13,950 - 4	14,265 - 2
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 17,820	\$ 28,512	\$ 177,480	\$ 160,290	\$ 141,570	\$ 28,530
FTE Per Lane	2	3	17	14	11	2

Increment	LANE VII Name: <u>M.A.</u>	LANE VIII Name: <u>M.A.+15</u>	LANE IX Name: <u>M.A.+30</u>	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10,260	\$ 10,575	\$ 10,890	\$	\$	\$
1	10,620	10,935	11,250			
2	10,980	11,295	11,610			
3	11,340	11,655	11,970			
4	11,700 - 1	12,015	12,330			
5	12,060	12,375	12,690			
6	12,420	12,735	13,050			
7	12,780 - 1	13,095	13,410			
8	13,140	13,455	13,770			
9	13,500 - 1	13,815	14,130			
10	13,860 - 1	14,175	14,490			
11	14,220	14,535	14,850			
12	14,580 - 1	14,895	15,210			
13	14,940 - 2	15,255	15,570			
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 96,300	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	7					

- A. Total Base Salary Cost (All Lanes) \$650,502
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$650,502
- D. Total FTE Teaching Staff (All Lanes) 56
- E. Average Teacher Salary* (C ÷ D) \$ 11,616

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Joseph F. Bohr Position Sunt. Phone (319) 577-2259

Name of School District Northeast Community AEA No. 9 Fall 1976 Enrollment 1135

Increment	Lane I Name: <u>Non-degree</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+8</u>	Lane IV Name: <u>BA+16</u>	Lane V Name: <u>BA+24</u>	Lane VI Name: <u>BA+32</u>	
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	
0	\$ 9350.00 3	\$ 9250.00 4	\$ 9527.50	\$ 9805.00	\$ 10082.50	\$10360.00	
1	9450.00 1	9620.00	9897.50	10175.00	10452.50	10730.00	
2	not on salary schedule	9990.00 2	10267.50	10545.00 1	10822.50	11100.00 1	
3		10360.00 2	10637.50	10915.00 2	11192.50 1	11470.00	
4		10730.00 4	11007.50	11285.00 3	11562.50	11840.00	
5		11100.00	11377.50 1	11655.00	11932.50	12210.00	
6		11470.00 1	11747.50 4	12025.00	12302.50	12580.00	
7		11840.00 2	12117.50 2	12395.00	12672.50 1	12950.00	
8		12210.00 1	12487.50 1	12765.00	13042.50	13320.00	
9		12580.00	12857.50	13135.00	13412.50	13690.00	
10		12950.00 1	13227.50 1	13505.00	13782.50	14060.00	
11		13320.00 3	13597.50 4	13875.00 3	14152.50 2	14430.00	
12						14800.00 1	
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
	Salary Cost Per Lane FTE Per Lane	\$ 37500.00 4	\$ 220800.00 20	\$162707.50 13	\$177855.00 9	\$ 52170.00 4	\$25900.00 2

Increment	Lane VII Name: <u>MA</u>	Lane VIII Name: <u>MA+8</u>	Lane IX Name: <u>MA+16</u>	Lane X Name:	Lane XI Name:	Lane XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10367.50	\$ 10915.00	\$ 11192.50	\$	\$	\$
1	11007.50	11285.00	11562.50			
2	11377.50	11655.00	11932.50			
3	11747.50	12025.00	12302.50			
4	12117.50	12395.00	12672.50			
5	12487.50 1	12765.00	13042.50			
6	12857.50 2	13135.00	13412.50 1			
7	13227.50 2	13505.00	13782.50			
8	13597.50 1	13875.00	14152.50			
9	13967.50	14245.00 1	14522.50			
10	14337.50	14615.00	14892.50			
11	14707.50	14985.00	15262.50			
12	15077.50 1	15355.00	15632.50 1			
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	Salary Cost Per Lane FTE Per Lane	\$ 33332.50 7	\$14245.00 1	\$29045.00 2	\$	\$

- A. Total Base Salary Cost (All Lanes) \$ 743645.00
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 743645.00
- D. Total FTE Teaching Staff (All Lanes) 12
- E. Average Teacher Salary* (C ÷ D) \$ 11994.27

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Kenneth E. Christensen Position Supt. Phone (712) 753-4917

Name of School District West Lyon AEA No. IV Fall 1976 Enrollment 1132

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+12	Name: BA+24	Name: MA	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 - 6	\$ 8900	\$ 9100	\$ 9200	\$	\$
1	8944 - 5	9256	9464	9568		
2	9302 - 3	9626	9843	9951		
3	9674 - 5	10011	10237	10349		
4	10061 - 2	10411	10646	10763		
5	10413 - 2	10775	11019	11140		
6	10777 - 1	11152	11405	11530		
7	11100 - 3	11487 - 1	11747	11876		
8	11433 - 1.5	11832	12099	12232		
9	11776 - 2	12137 - 1	12462	12599 - 2		
10	12129	12553	12836	12977		
11	12493 - 8	12930	13221	13366 - 1		
12		13318 - 7	13618 - 3	13767		
13				14180 - 3		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 398,267	\$ 116,850	\$ 40,839	\$ 81,104	\$	\$
FTE Per Lane	38.5	9	3	6		

- A. Total Base Salary Cost (All Lanes) \$ 637,060
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 637,060
- D. Total FTE Teaching Staff (All Lanes) 56.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,275.40

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. Arthur Hansen Position Supt. Phone (515) 652-7531

Name of School District Cardinal Community AEA No. XV Fall 1976 Enrollment 1121

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+15	Name: MA	Name: MA+15	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,850 - 8	\$ 9,381	\$ 9,912 - 1	\$ 10,443	\$	\$
1	9,204 - 6	9,735	10,266	10,797		
2	9,558 - 5	10,089	10,620	11,151		
3	9,912 - 3	10,443 - 2	10,974	11,505		
4	10,266 - 4	10,797	11,328 - 1	11,859		
5	10,620 - 1	11,151	11,682	12,213		
6	10,974 - 3	11,505	12,036	12,567		
7	11,328 - 2	11,859	12,390 - 1	12,921		
8	11,682 - 1	12,213	12,744	13,275		
9	12,036 - 7	12,567	13,098	13,629		
10		12,921 - 1	13,452	13,983		
11		13,275 - 1	13,806 - 1	14,337		
12		13,629 - 1	14,160 - 3	14,691		
13		13,983 - 3	14,514 - 3	15,045 - 1		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 406,746	\$ 102,660	\$ 133,458	\$ 15,045	\$	\$
FTE Per Lane	40	8	10	1		

- A. Total Base Salary Cost (All Lanes) \$ 657,909
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 657,909
- D. Total FTE Teaching Staff (All Lanes) 59
- E. Average Teacher Salary* (C ÷ D) \$ 11,151

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard Paine Position Supt. Phone (319) 726-3421

Name of School District Lewis-Muscotine AEA No. 9 Fall 1976 Enrollment 1120

Increment	Lane I Name: <u>75</u>	Lane II Name: <u>90</u>	Lane III Name: <u>105</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA10</u>	Lane VI Name: <u>BA20</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7560	\$ 7920	\$ 8280	\$ 9150 - 3	\$ 9510	\$ 9870
1	7420	8280	8640	9510 - 4	9870	10230
2	8280	8640	9000	9870 - 4	10230	10590
3	8040	9000	9360	10230 - 1	10590 - 1	10950 - 1
4	9000	9360	9720	10590 - 6	10950 - 1	11310 - 1
5	9360	9720	10080	10950 - 2	11310	11670 - 1
6	9970 - 2.5	10080	10440	11310 - 3	11670 - 1	12030
7		10640 - 1	10800	11670 - 7	12030 - 1	12390
8			11160	12030 - C	12390	12750
9			11770 - 2.5	12390 - 1	12750	13110
10				12750 - 2	13110	13570 - 1
11				13210 - 6	13570 - 4	13930 - 1
12						
13						
14						
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16						
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20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 24425	\$ 10690	\$ 29425	\$ 26370	\$ 49520	\$ 61430
FTE Per Lane	3.5	1.0	2.5	33	8	5

Increment	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10320	\$ 10770				
1	10680	11130				
2	11040	11490				
3	11400	11850				
4	11760	12210	None	None		
5	12120	12570				
6	12480 - 1	12930				
7	12840	13290				
8	13200 - 1	13650				
9	13560	14010				
10	13920	14370 - 1				
11	14280	14730 - 1				
12	14640	15090 - 1				
13	15000 - 1	15450				
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 40780	\$ 44190				
FTE Per Lane	3	3				

- A. Total Base Salary Cost (All Lanes) \$ 675850
- B. Career Increments/Longevity (Total Costs) \$ -
- C. Total Salary Schedule Costs (A + B) \$ 675850
- D. Total FTE Teaching Staff (All Lanes) 58
- E. Average Teacher Salary* (C ÷ D) \$ 11764.31

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Donald F. Gosch Position Supt. Phone (515) 224-3425

Name of School District Sumner Community AEA No. 7 Fall 1976 Enrollment 1088

Increment	Lane I Name: BA	Lane II Name: BA +15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9100 1.8	\$ 9555	\$ 9919	\$ 10283	\$ 10647	\$ 11011
1	9555 5	10010	10374	10738	11102	11466
2	9919 4	10374	10738	11102	11466	11830
3	10374 4	10829	11193	11557 1	11921	12285
4	10738 2	11193	11557	11921	12285	12649
5	11193 1.5	11648 1	12012	12376 1	12740	13104
6	11557 1	12012 1	12376	12740 2	13104	13468
7	11921 1	12376 2	12740	13104 1	13468	13832
8	12285 1	12740	13104 1	13468 2	13832	14196
9	12649 1	13104	13468	13832	14196	14560
10	13104 6	13559	13923	14287	14651	15015
11		13923 4	14287	14651	15015	15379
12			14651 6	15015 1	15379	15743
13				15379 1	15743	16107
14					16107	
15						16835 1
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 310,628	\$ 104,104	\$ 101,010	\$ 119,847	\$ 00.0	\$ 16835
FTE Per Lane	28.3	8.0	7.0	9.0	0	1.0

- A. Total Base Salary Cost (All Lanes) \$ 652,424
- B. Career Increments/Longevity (Total Costs) \$ 1100
- C. Total Salary Schedule Costs (A + B) \$ 653,524
- D. Total FTE Teaching Staff (All Lanes) 53.3
- E. Average Teacher Salary* (C ÷ D) \$ 12,261

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gerald T. Bradley Position Sup't. Phone (712) 552-1461

Name of School District West Sioux AEA No. IV Fall 1976 Enrollment 1,081

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: MA	Lane IV Name: MA + 15	Lane V Name: MA + 30	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,600. 3	\$ 9,030. 1	\$ 9,632.	\$ 10,062.	\$ 10,492.	\$
1	8,920. 4	9,370. 1	9,992.	10,442.	10,892.	
2	9,240. 1	9,710. 1	10,352.	10,822.	11,292.	
3	* 9,560. 2	10,050. 1	10,712.	11,202.	11,692.	
4	* 9,880. 6	10,390. 1	11,072.	11,582.	12,092.	
5	10,200. 2	10,730. 1	* 11,432. 1	11,962.	12,492.	
6	10,520.	11,070.	11,792.	12,342.	12,892.	
7	10,840. 2	11,410. 1	12,152.	12,722.	13,292.	
8	11,160.	11,750.	12,512. 1	13,102.	13,692.	
9	11,480.	12,090.	12,872. 4	13,482.	14,092.	
10	11,800. 1	12,430. 1	13,232.	13,862.	14,492.	
11	12,120.	* 12,770. 4	13,592.	14,242.	14,892.	
12	+12,440. 2.5	13,110.	* 13,952. 2	14,622.	15,292.	
13		13,450. 10	14,312. 1	15,002. 1	15,692.	
14			+ 14,672. 8.5	15,382.	16,092.	
15				15,762. 3	16,492.	
16					16,892. 2	
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 234,420.	\$ 259,500.	\$ 242,720.	\$ 62,288.	\$ 33,784.	\$
FTE Per Lane	23.5	21.0	17.5	4	2	

- A. Total Base Salary Cost (All Lanes) \$ 832,712
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 832,712
- D. Total FTE Teaching Staff (All Lanes) 68
- E. Average Teacher Salary* (C ÷ D) \$ 12,246.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dale Pierce Position Supt. Phone (319) 668-1050

Name of School District Williamsburg AEA No. 10 Fall 1976 Enrollment 1080

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A. +15</u>	Name: <u>B.A.+24</u>	Name: <u>M.A.</u>	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$9100 - 3	\$9400	\$ 9700	\$ 10,000	\$	\$
1	9355 - 5	9664	9975	10,290		
2	9610 - 7	9928	10246	10,580		
3	9865 - 2	10192	10519 - 1	10,870 - 1		
4	10120 - 3.5	10456	10792	11,160		
5	10375 - 3	10720	11065	11,450		
6	10630 - 3	10984	11338	11,740 - 2		
7	10885 - 2	11248	11611	12,030		
8	11140 - 2	11512	11884 - 1	12,320		
9	11395	11776	12157	12,610 - 3		
10	11650 - 3	12040	12430	12,900	3/4 12,775 - 1	
11	11905 - 1	12304	12703	13,190		
12	(12105) - 1	12568 - 3	12976 - 1	13,480 - 1		
13	Off Scale	12832	13249	13,770 - 1		
14		(13032) - 1	13522	14,060		
15		Off Scale	13795 - 1	14,350		
16				14,640 - 1		
17				14,930 - 1		
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 295,991	\$ 22,996	\$ 49,174	\$ 129,165	\$	\$
FTE Per Lane	37.5	7.0	4.0	10.0		

- A. Total Base Salary Cost (All Lanes) \$ 656,991
- B. Career Increments/Longevity (Total Costs) \$ 5,200
- C. Total Salary Schedule Costs (A + B) \$ 662,191
- D. Total FTE Teaching Staff (All Lanes) 60.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,945

*Teachers in our system receive 2000 bonus starting with step five, doesn't show on the scale. Also we have a number of teachers at 1/2 step (ex. 6 1/2)

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. J. Henderson Position Dist. Sec'y Phone (319) 224 3291

Name of School District North Linn Community AEA No. 10 Fall 1976 Enrollment 1066

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA + 12</u>	Name: <u>BA + 24</u>	Name: <u>MA</u>	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9075 - 1	\$ 9393	\$ 9711	\$ 10029	\$	\$
1	9393 - 4	9711	10029	10347		
2	9711 - 6	10029	10347	10665 - 1		
3	10029 - 7	10347 - 2	10665	10983		
4	10347 - 6	10665 - 1	10983	11301		
5	10665 - 3	10983 - 1	11301 - 1	11619 - 1		
6	10983	11301 - 1	11619	11937		
7	11301 - 3	11619 - 1	11937	12255		
8	11619	11937 - 1	12255 - 2	12573		
9	11937	12255 - 1	12573	12891		
10	12225 - 7	12573	12891	13209		
11		12891 - 7	13209	13527		
12			13527 - 3	13845 - 1		
13				14163 - 2		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 388,881	\$ 179,691	\$ 76,392	\$ 64,455	\$	\$
FTE Per Lane	37	15	6	5		

- A. Total Base Salary Cost (All Lanes) \$ 709,419
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 709,419
- D. Total FTE Teaching Staff (All Lanes) 63
- E. Average Teacher Salary* (C ÷ D) \$ 11,261

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Winston C. Addis Position Superintendent Phone (319) 895-8845
 Name of School District Mount Vernon Community AEA No. 10 Fall 1976 Enrollment 1048

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name: MA+12	Lane VI Name: MA+24
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8850- 2.11	\$ 9204- .2	\$ 9558	\$ 10089	\$ 10443	\$ 10797
1	9116- 3.23	9381	9824	10443	10797	11151
2	9293- 1	9558	10089	10797- 1.06	11151	11505
3	9558- 2	9912- 1	10443	11151	11505	11859
4	9912- 5.11	10266	10797	11505	11859	12213
5	10266- .4	10797- 1	11328- 2	12036- 1	12390	12744
6	10620- 3.66	11151	11682	12390- 1	12744- 2	13098
7	10974	11505- 1.5	12036- 2	12744	13098	13452
8	11328	11859	12390- 1	13098	13452	13806
9	11682- 1	12213	12744	13452- 2	13806	14160
10		12567- 1	13098- 1	13806- 1	14160- .7	14514
11		12921- 5	13452	14160- 1	14514- 1.03	14868
12			13806- 8.22	14514	14868	15222
13				14868	15222	15576- 2
14				15222	15576	15930
15				15576- 1.5	15930	16284- 1
16					16284	16638
17					16638- 2	16992
18						17346
19						17700
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 181,917	\$ 116,980	\$ 185,633	\$ 113,747	\$ 83,580	\$ 47,436
FTE Per Lane	18.51	9.7	14.22	8.56	5.73	3

- A. Total Base Salary Cost (All Lanes) \$ 729,293
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 729,293
- D. Total FTE Teaching Staff (All Lanes) 59.72
- E. Average Teacher Salary* (C ÷ D) \$ 12,212

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert D. Buckner Position Superintendent Phone (319) 245-1751
 Name of School District Central (CLAYTON) Community AEA No. #1 Fall 1976 Enrollment 1039

Increment	Lane I Name: B.A.	Lane II Name: B.A. +15	Lane III Name: B.A.+30	Lane IV Name: M.A.	Lane V Name: M.A.+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8850 1	\$ 9204 1	\$ 9381	\$ 9558	\$ 9735	\$
1	9204 2	9558	9735	9912	10089	
2	9558 3	9912	10089	10266	10443	
3	9912 1	10266	10443	10620	10797	
4	10266 3.66	10620 1	10797	10974	11151	
5	10620 3	10974	11151	11328	11505	
6	10974 3	11328	11505 1	11682 .80	11859	
7	11328 3	11682 1	11859	12036	12213	
8	11682 1.5	12036	12213 1	12390	12567	
9	12036 1	12390	12567	12744	12921	
10	12390 11.5	12744 1	12921	13098	13275	
11		13098 7.5	13275	13452	13629	
12			13629 5	13806	13983	
13				14160 2	14337	
14					14691	
15					15045	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 374,228	\$ 142,485	\$ 91,863	\$ 37,665	\$ 0	\$
FTE Per Lane	33.66	11.5	7	2.8	0	

- A. Total Base Salary Cost (All Lanes) \$646,242
- B. Career Increments/Longevity (Total Costs) \$- 0 -
- C. Total Salary Schedule Costs (A + B) \$646,242
- D. Total FTE Teaching Staff (All Lanes) 54.96
- E. Average Teacher Salary* (C ÷ D) \$11,758

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>BA+8</u>	Lane III Name: <u>BA+16</u>	Lane IV Name: <u>BA+24</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,150 - 4	\$ 9,338 - 0	\$ 9,526 - 0	\$ 9,714 - 0	\$ 9,902 - 0	\$
1	9,516 - 4	9,704 - 0	9,892 - 1	10,080 - 0	10,268 - 1	
2	9,882 - 4	10,070 - 0	10,258 - 1	10,446 - 0	10,634 - 0	
3	10,248 - 4	10,436 - 2	10,624 - 0	10,812 - 0	11,000 - 0	
4	10,614 - 4	10,802 - 0	10,990 - 2	11,178 - 0	11,366 - 1	
5	10,980 - 4	11,168 - 1	11,356 - 1	11,544 - 1	11,732 - 2	
6	11,346 - 1	11,534 - 1	11,722 - 0	11,910 - 0	12,908 - 2	
7	11,712 - 1	11,900 - 0	12,088 - 0	12,276 - 0	12,464 - 1	
8	12,078 - 1	12,266 - 0	12,454 - 0	12,642 - 0	12,830 - 0	
9	12,444 - 0	12,632 - 0	12,820 - 0	13,008 - 0	13,196 - 1	
10	12,810 - 3	12,998 - 1	13,186 - 2	13,374 - 0	13,562 - 0	
11						
12						
13	NON - DEGREE	8,035.34 -2				
14		8,649.82 -1				
15		8,587.51 -1				
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 303,048.00	\$89,880.01	\$ 79,858.00	\$11,544.00	\$94,954.00	\$ _____
FTE Per Lane	29	9	7	1	8	

- A. Total Base Salary Cost (All Lanes) \$579,284.01
- B. Career Increments/Longevity (Total Costs) \$ 00.00
- C. Total Salary Schedule Costs (A + B) \$579,284.01
- D. Total FTE Teaching Staff (All Lanes) 54
- E. Average Teacher Salary* (C ÷ D) \$ 10,727.48

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Beverly Waters Position Secretary School District Central Lyon Community Phone (712) 472-2188

Name of School District Central Lyon Community AEA No. 4 Fall 1976 Enrollment 1034

Increment	Lane I Name: BA		Lane II Name: BA & 18		Lane III Name: MA		Lane IV Name: MA & 18		Lane V Name:		Lane VI Name:	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 8700	3	\$ 8950		\$ 9300		\$ 9550		\$		\$	
1	9048	5	9308	1	9672		9932					
2	9410	2	9680	1	10059		10329					
3	9763	3	10043		10436		10716					
4	10129	3.5	10420		10827		11118	2				
5	10509	2.5	10811		11233		11535					
6	10903		11216		11654		11968					
7	11312	2.5	11637		12091	1	12417					
8	11736	.3	12073		12544		12883					
9	12176	7	12526		13014		13366	1				
10	12633	2	12996		13502		13867					
11	13107	8	13483	12	14008	2	14387	1				
12					14533	2	14927					
13					15078	2	15487					
14												
15												
16												
17												
18												
19												
20												
21												
22												
23												
Salary Cost Per Lane	\$ 428,720		\$ 180,784		\$ 99,329		\$ 49,989		\$		\$	
FTE Per Lane	38.8		14.0		7.0		4.0					

- A. Total Base Salary Cost (All Lanes) \$ 758,822
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 758,822
- D. Total FTE Teaching Staff (All Lanes) 63.8
- E. Average Teacher Salary* (C ÷ D) \$ 11,904

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Craig J. Downing Position Superintendent Phone (515) 622-2925

Name of School District Sigourney Community AEA No. 15 Fall 1976 Enrollment 1023

Increment	Lane I Name: Non-degree		Lane II Name: BA		Lane III Name: BA+15		Lane IV Name: BA+30		Lane V Name: MA		Lane VI Name: MA+15	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 8638	1	\$		\$		\$		\$		\$	
1			8900	9	9256		9612		9968		10324	
2			9256	3	9612	1	9968		10324		10680	
3			9612	2	9968		10324		10680		11036	
4			9968		10324	1	10680		11036	1	11392	
5			10324	2	10680		11036		11392		11748	1
6			10680	1	11036		11392		11748		12104	
7			11036	2	11392	1	11748		12104	2	12460	
8			11392	5	11748		12104	1	12460		12816	
9			11748		12104		12460	1	12816		13172	
10			12104	3	12460		12816		13172		13528	
11			12460	7	12816	7	13172	2	13528		13884	2
12									13884	2	14240	
13									14240	4	14596	1
14												
15												
16												
17												
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 8638		\$ 360,984		\$ 121,040		\$ 50,908		\$ 119,972		\$ 54,112	
FTE Per Lane	1		34		10		4		9		4	

- A. Total Base Salary Cost (All Lanes) \$ 715,654
- B. Career Increments/Longevity (Total Costs) \$ -----
- C. Total Salary Schedule Costs (A + B) \$ 715,654
- D. Total FTE Teaching Staff (All Lanes) 62
- E. Average Teacher Salary* (C ÷ D) \$ 11,593

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Delbert L. Jensen Position Superintendent Phone (515) 736-4681

Name of School District St. Ansgar Community AEA No. 2 Fall 1976 Enrollment 1,020

Increment	Lane I Name: <u>90 Hrs</u>	Lane II Name: <u>105 Hrs</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA + 16</u>	Lane V Name: <u>MA</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,055	\$ 6,920	\$ 8,650 - 2	\$ 9,082	\$ 9,515	\$
1	6,297	7,196	8,996 - 1	9,445	9,895	
2	6,539	7,473	9,342 - 9.2	9,808	10,276	
3	7,144	8,165	10,207 - 4.6	10,716	11,227	
4	7,447	8,511	10,639 - 1	11,170	11,703 - 1	
5	7,750 - .5	8,857	11,072 - 3	11,624	12,179	
6	8,053	9,203	11,504	12,079	12,654 - .7	
7	8,355	9,547	11,937 - 2	12,533 - 1	13,130 - 1	
8		9,964 - 2	12,456 - 2	13,078 - 1	13,701 -	
9			12,975 - 2	13,623 - 1	14,272 - 1	
10			13,494 - 14.5	14,167	14,843 - 2	
11				14,712 - 2	15,414 - 1	
12					15,985 - 3	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 3,875	\$19,928	\$473,449	\$68,658	\$141,018	\$
FTE Per Lane	.5	2	41.3	5	9.7	

- A. Total Base Salary Cost (All Lanes) \$ 706,928
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 706,928
- D. Total FTE Teaching Staff (All Lanes) 58.5
- E. Average Teacher Salary* (C ÷ D) \$ 12,084

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Donald E. Southwick Position Superintendent Phone (712) 423-2043

Name of School District West Monona Community AEA No. 12 Fall 1976 Enrollment 1014

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 12</u>	Lane III Name: <u>BA + 24</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 15</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ (1.00)	\$ (1.04)	\$ (1.08)	\$ (1.12)	\$ (1.16)	\$
1	8400 - 4	8736	9072	9408	9744	
2	8694 - 5	9042	9390	9737	10085	
3	8988 - 8	9348 - 1	9707	10067	10426	
4	9303 - 2	9675	10047	10419	10791	
5	9618 - 1.5	10003	10387 - 1	10772	11157	
6	9933 - 2	10330	10728 - 2	11125	11522	
7	10269 - 3	10680 - 2	11091	11501	11912	
8	10605 - 1	11029 - 1	11453	11878 - 3	12302	
9	10941	11379	11816	12254 - 1	12692	
10	11277	11728	12179	12630 - 1	13081	
11	11634 - 1	12099 - 1	12565	13030	13495	
12	11991	12471	12950	13430 - 1	13910	
13	12348 - 5	12842 - 7	13336	13830	14324	
14			13721 - 3	14230 - 2	14738	
15				14629 - 2	15152 - 1	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 316,659	\$ 143,730	\$ 73,006	\$ 131,666	\$ 15,152	\$
FTE Per Lane	32.5	12	6	10	1	

- A. Total Base Salary Cost (All Lanes) \$ 680,213
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 680,213
- D. Total FTE Teaching Staff (All Lanes) 61.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,060

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Randall Baier Position board Secretary Phone (712) 778-2151

Name of School District Griswold Community AEA No. 13 Fall 1976 Enrollment 1006

Increment	Lane I Name: 105 hrs.	Lane II Name: BA/BS	Lane III Name: BA +12	Lane IV Name: BA +24	Lane V Name: MA/MS	Lane VI Name: MA +12
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6880	\$ 8600	\$ 8944	\$ 9288	\$ 9632	\$ 9976
1	7052	8901	9245	9589	9933	10277
2	7224	9202	9546	9890	10234	10578
3	7396	9503	9847	10191	10535	10879
4	7568	9804	10148	10492	10836	11180
5	7740	10105	10449	10793	11137	11481
6	7912	10406	10750	11094	11438	11782
7	8084	10707	11051	11395	11739	12083
8	8256	11008	11352	11696	12040	12384
9	8428	11309	11653	11997	12341	12685
10	8600	11610	11954	12298	12642	12986
11		11911	12255	12599	12943	13287
12		12212	12556	12900	13244	13588
13		12298*	12857	13201	13545	13889
14			13158	13502	13846	14190
15			13244*	13588*	13932*	14276*
16						
17						
18						
19						
20						
21						
22						
23						
24						
	\$17200	\$231,146	\$170,495	\$96,535	\$137,213	\$14,276
FTE Per Lane	2	22	14	8	11	1

*Degree teachers on the top step shall receive a 1% of the base raise.

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 665,575
- B. Career Increments/Longevity (Total Costs) \$ 1,290
- C. Total Salary Schedule Costs (A + B) \$ 666,865
- D. Total FTE Teaching Staff (All Lanes) 58
- E. Average Teacher Salary* (C ÷ D) \$ 11,498

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting _____ Position _____ Phone () _____

Name of School District Maple Valley Comm. AEA No. 12 Fall 1976 Enrollment 1000

Increment	Lane I Name: 120 Hrs	Lane II Name: B.A.	Lane III Name: BA + 15	Lane IV Name: M.A.	Lane V Name: MA + 15	Lane VI Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7450	\$ 8500	\$ 8800	\$ 9200	\$ 9900	\$ 9900
1	7850	8970	9070	9470	9770	10170
2	8000	9040	9340	9740	10040	10440
3	8500	9310	9610	10010	10310	10710
4		9580	9880	10280	10580	10980
5		9850	10150	10550	10850	11250
6		10120	10420	10820	11120	11520
7		10390	10690	1090	11390	11790
8		10660	10960	11360	11660	12060
9		10930	11230	11630	11930	12330
10		11200	11500	11900	12200	12600
11		11470	11770	12170	12470	12870
12		11740	12040	12440	12740	13140
13		12010	12310	12710	13010	13410
14		12280	12580	12980	13280	13680
15		12550	12850	13250	13550	13950
16						
17						
18						
19						
20						
21						
22						
23						
24						
	\$ 31800	\$ 518980	\$ 57630	\$ 82490	\$	\$
FTE Per Lane	4	49.5	5	7		

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary \$ 690900
- B. Supplemental and Extended Contract \$ 16251
- C. Total Salary Costs \$ 707151
- D. Total FTE 65.5
- E. Average Teacher Salary \$ 10796

Name of Person Reporting Lyle R. Kooiker Position Supt. Phone (515) 765-4291

Name of School District I-35 AEA No. 11 Fall 1976 Enrollment 974

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>BA</u>	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,850 - 6	\$ 9,337	\$ 9,824	\$	\$	\$
1	9,204 - 3	9,691	10,178			
2	9,558 - 2	10,045 - 1	10,532 - 1			
3	9,912 - 6	10,399	10,886 - 1			
4	10,266 - 2	10,753 - 1	11,240			
5	10,620 - 2	11,107 - 1	11,594 - 1			
6	10,974 - 4	11,461	11,948 - 1			
7	11,328 - 2	11,815 - 1	12,302			
8	11,682 - 1	12,169	12,656 - 1			
9	12,036 - 3	12,523	13,010 - 1			
10	12,390 - 6	12,877	13,364			
11		12,231 - 4	13,718 - 1			
12			14,072 - 5			
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 339,754	\$ 92,644	\$ 154,704	\$	\$	\$
FTE Per Lane	37	8	12			

- A. Total Base Salary Cost (All Lanes) \$ 637,102
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 637,102
- D. Total FTE Teaching Staff (All Lanes) 57
- E. Average Teacher Salary* (C ÷ D) \$ 11,177.23

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting D. W. Teigland Position Supt. Phone (515) 923-2718

Name of School District Garner-Hayfield Community AEA No. 2 Fall 1976 Enrollment 965

Increment	LANE XXXX I	LANE XXXX II	LANE XX XXX	LANE MA IV	LANE MA V	LANE MA VI
	Name: <u>90 Hrs.</u>	Name: <u>BA</u>	Name: <u>BA+12</u>	Name: <u>BA+24</u>	Name: <u>MA</u>	Name: <u>MA+12</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6920	\$ 8,650 - 3.5	\$ 8,996	\$ 9,342	\$ 9,688	\$10,034
1	7093	8,910 - 0	9,256	9,602	10,034	10,380
2	7266	9,169 - 4	9,515 - 2	9,861	10,380	10,726
3	7439	9,515 - 2	9,861	10,207 - 1	10,726	11,072
4	7612	9,861 - 4	10,207	10,553	11,072 - 1	11,418
5	7785	10,207 - 2	10,553	10,899	11,418	11,764 - 1
6	7958	10,553 - 2.5	10,899	11,245	11,764	12,110
7	8131	10,899 - 2	11,245	11,678 - 1	12,110	12,543
8	8391	11,332 - 1	11,678 - 1	12,110	12,543	12,975
9	8650 - 1	11,764 - 1.75	12,110	12,543 - 1	12,975	13,408
10		12,197 - 0	12,543 - 1	12,975 - 1	13,408 - 1	13,840
11		12,629 - 1	12,975 - 2	13,408 - 1	13,840	14,273
12		13,062 - 9	13,408 - 5	13,840 - 1	14,273	14,705
13					14,705 - 1	15,138 - 1
14					15,138	15,570
15					15,570	16,003
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8650	\$ 356,125	\$ 136,241	\$74,651	\$39,185	\$26,902
FTE Per Lane	1	32.75	11	6	3	2

- A. Total Base Salary Cost (All Lanes) \$641,754
 - B. Career Increments/Longevity (Total Costs) .00
 - C. Total Salary Schedule Costs (A + B) \$641,754
 - D. Total FTE Teaching Staff (All Lanes) 55.75
 - E. Average Teacher Salary* (C ÷ D) \$ 11,511.82
- *Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gerald E. Carlson Position Supt. Phone (319) 523-3641

Name of School District Wapello Community AEA No. 16 Fall 1976 Enrollment 960

Increment	Lane I Name: <u>60 hrs.</u>	Lane II Name: <u>75 hrs.</u>	Lane III Name: <u>90 hrs.</u>	Lane IV Name: <u>105 hrs</u>	Lane V Name: <u>BA</u>	Lane VI Name: <u>BA + 10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,120	\$7,565	\$ 8,010	\$ 8,455	\$ 8,900 3	\$ 9,345
1	7,387	7,832	8,366	8,811	9,256 1	9,701
2	7,654	8,099	8,722	9,167	9,612 3.5	10,057 1
3	7,921	8,366	8,989	9,523	9,968 5	10,413 2
4	8,188	8,633	9,256	9,790	10,324 0.5	10,769 1
5	8,455	8,900	9,523	10,057	10,680	11,125
6	8,722	9,167	9,790	10,324 1	11,036	11,481 1
7	8,900	9,434	10,057	10,591	11,392	11,837
8	9,078	9,701	10,324	10,858	11,748	12,193
9			10,591	11,125	12,015	12,549
10					12,282 2	12,905
11					12,549	13,261
12					12,816	13,528
13					13,083 2	13,795 5
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$ _____	\$ 10,324	\$175,330	\$122,108
FTE Per Lane				1	17	10

Increment	LANE VII Name: <u>BA+20</u>	LANE VIII Name: <u>MA</u>	LANE IX Name: <u>MA+10</u>	LANE X Name: <u>MA+20</u>	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,790	\$10,235	\$10,680	\$ 11,125	\$	\$
1	10,146	10,680	11,125	11,570		
2	10,502	11,125	11,570	12,015		
3	10,858	11,570 1	12,015	12,460		
4	11,214	11,926 1	12,460	12,905		
5	11,570 1	12,282	12,905	13,350		
6	11,926	12,638	13,261	13,795		
7	12,282	12,994 1	13,617	14,240		
8	12,638	13,350 1	13,973	14,685		
9	12,994	13,706	14,329	15,041		
10	13,350 1	14,062 1	14,685	15,397		
11	13,706 1	14,418	15,041	15,753		
12	14,062	14,774	15,397	16,109		
13	14,418 9	15,130 1	15,753	16,465		
14		15,486 2	16,109 3	16,821 2		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 168,388	\$ 110,004	\$ 48,327	\$ 33,642	\$ _____	\$ _____
FTE Per Lane	12	8	3	2		

- A. Total Base Salary Cost (All Lanes) \$ 668,123
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 668,123
- D. Total FTE Teaching Staff (All Lanes) 53
- E. Average Teacher Salary* (C ÷ D) \$ 12,606

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John A. Currie Position Superintendent Phone (319) 728-2231

Name of School District Columbus Community AEA No. 9 Fall 1976 Enrollment 959

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 Hrs.</u> Salary-Staff	Name: <u>B.A.</u> Salary-Staff	Name: <u>BA +15</u> Salary-Staff	Name: <u>M.A.</u> Salary-Staff	Name: <u>MA +15</u> Salary-Staff	Name: <u>MA +30</u> Salary-Staff
0 1	\$ 7,920	\$ 8,800	\$ 9,680	\$ 10,560	\$ 11,440	\$ 12,320
1 2	8,272	9,152 - 4	10,032	10,912	11,792	12,672
2 3	8,624	9,504 - 5	10,384	11,264	12,144	13,024
3 4	8,976	9,856 - 2.75	10,736 - 4	11,616	12,496	13,200
4 5	9,328	10,208 - 1	11,088 - 1	11,968	12,848	13,728
5 6	9,680	10,560 - 2	11,440	12,320	13,200	14,080
6 7	10,032	10,912	11,792	12,672 - .57	13,552	14,432
7 8	10,384	11,264	12,144 - 2	13,024	13,904	14,784
8 9		11,616 - 2	12,496	13,376	14,256	15,136
9 10		11,968 - 6	12,848 - 2.50	13,728	14,608	15,488
10 11			13,200 - 7.43	14,080	14,960	15,840
11 12				14,432 - 2	15,312	16,192
12 13				14,784 - 1	15,664	16,544
13 14				15,136	16,016	16,896
14 15				15,488 - 5.80	16,368	17,248 - 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 237,600	\$ 208,516	\$ 140,701	\$ _____	\$ 17,248
FTE Per Lane		22.75	16.93	9.37		1.00

- A. Total Base Salary Cost (All Lanes) \$ 604,065
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 604,065
- D. Total FTE Teaching Staff (All Lanes) 50.05
- E. Average Teacher Salary* (C ÷ D) \$ 12,069

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dale W. Henricks Position Superintendent Phone 615) 733-4301

Name of School District Roland-Story Community School AEA No. 11 Fall 1976 Enrollment 957

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI	Lane VII
	Name: <u>Less than BA</u> Salary-Staff	Name: <u>BA</u> Salary-Staff	Name: <u>BA+12</u> Salary-Staff	Name: <u>BA+24</u> Salary-Staff	Name: <u>MA</u> Salary-Staff	Name: <u>MA+12</u> Salary-Staff	Name: <u>MA + 24</u> Salary-Staff
0	\$ 7480	\$ 8800-1	\$ 9240	\$ 9680	\$ 10120-1	\$ 10560	\$ 11000
1	7779	9152-2.4	9610-1	10067	10525	10982	11440
2	8078	9504-2	9979-.6	10454	10930	11405	11880
3	8378	9856-2 1*	10349-1	10842	11334	11827	12320
4	8677	10208-1	10718-2	11229	11739-3	12250	12760
5	8976	10560-.7	11088	11616-1 1a	12144-2	12672	13200
6	9275	10912	11458	12003	12549	13094-1	13640
7	9574	11264-1	11827-1 1*	12390-2 .9b	12954	13517	14080
8	9874-3	11616	12197	12778	13358	13939	14520 1*
9		11968-1	12566-1	13165	13763	14362-2	14960 1*
10		12320	12936	13552-1	14168-1	14784	15400-1
11		12672	13306-1	13939-1	14573	15206	15840
12		13024	13675-4	14326-4	14978-1	15629-2	16280
13					15382	16051	16720-1
14		*½ step \$10032	*½ step \$12012	a½ step \$11423	15787	16474	17160
15				b½ step \$12197	16192-3	16896-1	17600-1
16							*½ step \$14740
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 29,622	\$ 120,349	\$ 151,793	\$ 143,591	\$ 147,347	\$ 89,972	\$ 64,460
FTE Per Lane	3	12.1	12.6	10.9	11	6	4

- A. Total Base Salary Cost (All Lanes) \$ 747,134
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 747,134
- D. Total FTE Teaching Staff (All Lanes) 59.6
- E. Average Teacher Salary* (C ÷ D) \$ 12,536

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Tom Wilkie Position Supt. Phone (712) 754-2533

Name of School District Sibley Community AEA No. 4 Fall 1976 Enrollment 952

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A.+15</u>	Lane III Name: <u>B.A.+30</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,500-2	\$ 8,950	\$ 9,250	\$ 9,550	\$	\$
1	8,800-2	9,250	9,550	9,850		
2	9,100-2	9,550	9,850	10,150		
3	9,400-3	9,850-1	10,150	10,450		
4	9,700-2	10,150	10,450	10,750-1		
5	10,000-2	10,450-2	10,750	11,050-1		
6	10,300-5	10,750	11,050	11,350		
7	10,600-3	11,050-1	11,350	11,650-2		
8	10,900-1	11,350-2	11,650	11,950		
9	11,200	11,650	11,950	12,250-1		
10	11,500	11,950	12,250	12,550		
11	11,800-2	12,250	12,550	12,850		
12	12,100	12,550-2	12,850	13,150-2		
13	12,400-2	12,850	13,150-1	13,450		
14	12,700-4	13,150-2	13,450	13,750		
15		13,450-5	13,750	14,050		
16			14,050-2	14,350		
17				14,650-2		
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 313,800	\$183,150	\$ 41,250	\$112,950	\$	\$
FTE Per Lane	30	15	3	9		

Salary Cost Per Lane
FTE Per Lane

A. Total Base Salary Cost (All Lanes) \$ 651,150
 B. Career Increments/Longevity (Total Costs) \$
 C. Total Salary Schedule Costs (A + B) \$ 651,150
 D. Total FTE Teaching Staff (All Lanes) 57
 E. Average Teacher Salary* (C ÷ D) \$ 11,423.68

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Fred A. Ruck, Supt. Position Superintendent Phone (515) 435-4835

Name of School District Nashua Community Schools AEA No. 7 Fall 1976 Enrollment 949

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+10</u>	Lane III Name: <u>BA+20</u>	Lane IV Name: <u>BA+30</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA+10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1						
2	9,724-2					
3	10,098-2					
4	10,472-3	10,733-1				
5	10,939-4	11,212-3			12,032-1	
6	11,406-2				12,546-1	
7		12,169-5	12,466-1			
8	12,247-2	12,553-2			13,471-2	
9	12,621-1	12,936-1.4/5		13,567-1		
10		13,319-1	13,644-1			14,619-1
11			14,037-1			
12			14,430-1			
13			14,822-3			
14		14,469-4	15,215-1		15,940-1	
15			15,215-2	15,577-1	15,940-2	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 165,743.	\$ 224,799.	\$ 144,688.	\$ 29,144.	\$ 99,340.	\$ 14,619.
FTE Per Lane	16	17.4/5	10	2	7	1

Salary Cost Per Lane
FTE Per Lane

A. Total Base Salary Cost (All Lanes) \$ 678,333
 B. Career Increments/Longevity (Total Costs) \$ 00
 C. Total Salary Schedule Costs (A + B) \$ 678,333
 D. Total FTE Teaching Staff (All Lanes) 53.8
 E. Average Teacher Salary* (C ÷ D) \$ 12,608

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John Solomon Position Supt. Phone (319) 252-2341

Name of School District Guttenberg AEA No. 1 Fall 1976 Enrollment 947

Increment	Lane I Name: <u>96 Hrs.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+10</u>	Lane IV Name: <u>BA+20</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA+10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7565	\$ 8900 3	\$ 9434	\$ 9968 1	\$ 10502	\$ 11036
1	7921	9256 7	9790	10324	10858	11392
2	8277	9612 2	10146	10680	11214	11748
3	8633	9968 1	10502 1	11036 1	11570	12104
4	8989	10324 3	10858 3	11392 1	11926 1	12460
5	9345	10680 1	11214 2	11748	12282	12816
6	9701	11036	11570	12104 1	12638	13172
7	10057	11392 1	11926 1	12460 1	12994 1	13528
8	10413 -1	11748 1	12282	12816 1	13350	13884
9		12104 1	12638	13172	13706	14240
10		12460 3	12994	13528	14062	14596
11			13350 7	13884	14418	14952
12				14240 2	14774	15308
13					15130	15664
14					15486 1	16020
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 10413	\$ 224,280	\$ 170880	\$ 98256	\$ 40406	\$ 0
FTE Per Lane	1	23	14	8	3	0

- A. Total Base Salary Cost (All Lanes) \$ 544235
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 544235
- D. Total FTE Teaching Staff (All Lanes) 49
- E. Average Teacher Salary* (C ÷ D) \$ 11,106.84

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. W. Textor Position Supt. Phone (515) 827-5479

Name of School District South Hamilton Community AEA No. 5 Fall 1976 Enrollment 947

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A.+15</u>	Lane III Name: <u>B.A.+30</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: <u>M.A.+15</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,750 - 2.0	\$ 9,188	\$ 9,625	\$ 10,063	\$ 10,500	\$
1	9,100 - 2.0	9,538	9,975	10,413	10,850	
2	9,450 - 1.0	9,888 - 1.0	10,325	10,763	11,200	
3	9,800 - 4.7	10,238 - 2.0	10,675	11,113	11,550	
4	10,150 - 5.0	10,588	11,025	11,463	11,900	
5	10,500 - 2.0	10,938 - 1.0	11,375 - 1.0	11,813 - 1.0	12,250	
6	10,850	11,288	11,725 - 1.0	12,163	12,600	
7	11,200 - 1.0	11,638	12,075 - .5	12,513	12,950 - 1.0	
8	11,550	11,988	12,425	12,863 - 1.0	13,300	
9	11,900 - 2.0	12,338	12,775	13,213 - 1.0	13,650	
10	12,250 - 5.5	12,688 - 9.5	13,125 - 3.75	13,563	14,000	
11				13,913	14,350 - 2.0	
12				14,263 - .5	14,700	
13				14,613 - 5.0	15,050	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 265,335	\$ 161,838	\$ 78,357	\$ 118,086	\$ 41,650	\$
FTE Per Lane	25.2	13.5	6.25	8.5	3.0	

- A. Total Base Salary Cost (All Lanes) \$ 665,266
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 665,266
- D. Total FTE Teaching Staff (All Lanes) 56.45
- E. Average Teacher Salary* (C ÷ D) \$ 11,785

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Ed M. Schreiber Position Sup't. Phone (319) 732-2035

Name of School District Wilton Community AEA No. Fall 1976 Enrollment 943

Increment	Lane I Name: <u>105Hrs.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+10</u>	Lane IV Name: <u>BA+20</u>	Lane V Name: <u>BA+30</u>	Lane VI Name: <u>MA</u>	Lane VII Name: <u>M</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8235	\$ 9150 - 3	\$ 9516	\$ 9882	\$ 10248	\$ 10614	\$ 10980
1	8601	9516 - 4	9882	10248	10614	10980 - 1	11346
2	8967	9882 - 2.5	10248	10614	10980	11346	11712
3	9333	10248 - 4	10614 - 1	10980	11346	11712	12078
4	9699	10614 - 2	10980 - 1	11346	11712 - 1	12078	12444
5	10065	10980 - 1	11346 - 1	11712	12078	12444 - 2	12810
6	10431	11346 - 1	11712	12078	12444 - 1	12810	13176 - 1
7	10797	11712 - 2	12078	12444	12810	13176 - 1	13542
8	11163 - 1	12078 - 1	12444	12810	13176	13542	13908
9		12444	12810	13176	13542	13908	14274 - 1
10		12310 - 2	13176	13542 - 1	13908	14274	14640
11		13176 - 8	13542 - 5	13908	14274 - 4	14640	15006
12						15006 - 2	15372 - 1
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 11,163	\$ 341,295	\$ 100,650	\$ 13,542	\$ 81,252	\$ 79,056	\$ 42,822
FTE Per Lane	1	30.5	8	1	6	6	3

- A. Total Base Salary Cost (All Lanes) \$ 669,780
- B. Career Increments/Longevity (Total Costs) \$ 55.5
- C. Total Salary Schedule Costs (A + B) \$ 669,780
- D. Total FTE Teaching Staff (All Lanes) 55.5
- E. Average Teacher Salary* (C ÷ D) \$ 12,068

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Al Olson Position Supt. Phone (515) 444-5205

Name of School District Belmond Comm. AEA No. II Fall 1976 Enrollment 942

Increment	Lane I Name: <u>90 HRS.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+15</u>	Lane IV Name: <u>BA+30</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA+15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6960	\$ 8700	\$ 9135	\$ 9570	\$ 10005	\$ 10440
1	7134	8961 - 1	9483 - 2	9831	10353	10788
2	7308	9222 - 3	9744	10179	10701	11136
3	7482	9483 - 16	10092	10440	11049	11484
4	7830	9831 - 1	10440 - 1	10788	11397 - 2	11919
5	8091 - 1	10092	10701 - 1	11136	11745	12354
6	8352	10353 - 1	10962	11484	12093 - 1	12702
7	8613 - 1.5	10614 - 2	11223	11745	12441	13050
8		10875	11484	12093	12789	13398
9		11223	11745 - 2	12441 - 1	13137 - 1	13833
10		11571	12093 - 2	12789	13485	14181
11		11919 - 1	12441 - 1	13224 - 2	13833 - 1	14529
12		12267 - 2	12789 - 8	13659 - 7	14181	14964
13					14529 - 5	15312
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 21,011	\$ 129,665	\$ 202,536	\$ 134,502	\$ 134,502	\$ 134,502
FTE Per Lane	2.5	12.6	17.0	10.0	10.0	10.0

- A. Total Base Salary Cost (All Lanes) \$ 622,216
- B. Career Increments/Longevity (Total Costs) \$ 52.1
- C. Total Salary Schedule Costs (A + B) \$ 622,216
- D. Total FTE Teaching Staff (All Lanes) 52.1
- E. Average Teacher Salary* (C ÷ D) \$ 11,943

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marie Kroul Position Bookkeeper Phone (319) 644-3401

Name of School District Solon Community School AEA No. 10 Fall 1976 Enrollment 936

Increment	Lane I Name: <u>98 Hours</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA + 12</u>	Lane IV Name: <u>BA + 24</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA + 15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,830	\$ 8,700 - 3	\$ 8,916	\$ 9,222	\$ 9,483	\$ 9,744
1	8,178	9,048 - 1	9,309	9,570 - 1	9,831	10,092 - .50
2	8,526	9,396 - 3	9,657 - .70	9,918	10,179	10,440
3	8,874	9,744 - 7	10,005	10,266 - 1	10,527	10,788
4	9,222	10,092 - 7	10,353 - 2.50	10,614	10,875	11,136
5	9,570	10,440	10,701	10,962 - 1.69	11,223	11,484
6	9,918	10,788 - 3	11,049 - 1.99	11,310	11,571 - 1.50	11,832 - 1
7	10,262	11,136 - 1	11,397	11,658	11,919	12,180
8	10,614 - 2	11,484	11,756	12,006	12,267	12,528
9		11,832 - 4	12,093	12,354 - 2	12,615	12,876
10			12,441 - 1	12,702	12,963	13,224 - 1
11				13,050 - 2	13,311 - 1	13,572 - 1
12					13,659	13,920
13						14,268 - .75
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 21,228	\$ 293,016	\$ 67,071	\$ 89,170	\$ 30,668	\$ 54,375
FTE Per Lane	2.0	29.0	6.19	7.69	2.50	4.25

- A. Total Base Salary Cost (All Lanes) \$ 555,528
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 555,528
- D. Total FTE Teaching Staff (All Lanes) 51.63
- E. Average Teacher Salary* (C ÷ D) \$ 10,760

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gladys D. Miller Position Secretary Phone (712) 485-2257

Name of School District Tri-Center Community AEA No. 13 Fall 1976 Enrollment 928.1

Increment	Lane I Name: <u>60 hrs</u>	Lane II Name: <u>90 hrs.</u>	Lane III Name: <u>110 hrs</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA+12</u>	Lane VI Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,786.	\$ 7,134.	\$ 7,482.	\$ 8,700. 1	\$ 9,048.	\$ 9,831.
1	7,047.	7,395.	7,743.	9,048. 4	9,396.	10,266.
2	7,308.	7,656.	8,004.	9,396. 2	9,744.	10,701.
3	7,569.	7,917.	8,265.	9,744. 2	10,092.	11,136.
4	7,830.	8,178.	8,526.	10,092.	10,440. 3	11,571.
5	8,091	8,439.	8,787	10,440. 3	10,788. 1	12,006. 1
6	8,352 2	8,700.	9,048.	10,788. 3	11,136.	12,441. 1
7		8,961 1	9,309.	11,136. 1	11,484. 1	12,876. 1
8			9,570.	11,484. 2	11,832.	13,311. 2
9			9,831. 1	11,832. 2	12,180.	13,746.
10				12,180. 8	12,528. 7	14,181. 3
11						14,616.
12						15,051. 1
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$16,704.	\$ 8,961.	\$ 9,831.	\$302,064	\$141,288.	\$121,539.
FTE Per Lane	2	1	1	28	12	9

- A. Total Base Salary Cost (All Lanes) \$ 700,417.
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 700,417.
- D. Total FTE Teaching Staff (All Lanes) 53
- E. Average Teacher Salary* (C ÷ D) \$ 13,215.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting D. L. Tracy Position Superintendent Phone (515) 352-3141

Name of School District Prairie Community AEA No. 5 Fall 1976 Enrollment 919

Increment	Lane I Name: <u>100 hrs.</u>	Lane II Name: <u>110 hrs.</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA+10</u>	Lane V Name: <u>BA+20</u>	Lane VI Name: <u>BA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7820	\$ 8160	\$ 8500 1	\$ 8950	\$ 9409	\$ 9860
1	8094	8446	8823 2	9290	9767	10235
2	8377	8741	9158 1	9643	10138	10624
3	8670	9047	9506	10010	10523	11027
4	8974	9364	9868 1	10390 1	10923	11446
5	9288	9691	10242 1	10785	11338 1	11881
6	9613	10031	10632 1	11195 1	11769	12333
7	9949 1	10382	11036	11620 1	12216 1	12801
8		10745 3	11455	12061	12680(7608)0.6	13288
9			11890	12520 8	13162 1	13793 1
10					13662 3	14317
11						14861 5
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9949	\$ 32,235	\$ 66,046	\$ 133,765	\$ 85,310	\$ 88,098
FTE Per Lane	1.0	3.0	7.0	11.0	6.6	6.0

Increment	LANE VII Name: <u>MA</u>	LANE VIII Name: <u>MA+10</u>	LANE IX Name: <u>MA+20</u>	LANE X Name: <u>MA+30</u>	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10200	\$ 10370	\$ 10540	\$ 10710	\$	\$
1	10618	10795	10972	11149		
2	11054	11238	11422	11606		
3	11507	11699	11890	12082		
4	11978	12178	12378	12577		
5	12470	12677	12885	13093		
6	12981 1	13197	13414	13630		
7	13513	13738	13964	14189		
8	14067 1	14302	14536	14770		
9	14644 1	14888	15132	15376		
10	15244 2	15498	15752	16006		
11	15869	16134	16398	16663		
12	16520 4	16795 2	17071	17346		
13			17770 1	18057		
14				18797		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 178,260	\$ 33,580	\$ 17,770	\$	\$	\$
FTE Per Lane	2.0	2.0	1.0			

- A. Total Base Salary Cost (All Lanes) \$ 604,613
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 604,613
- D. Total FTE Teaching Staff (All Lanes) 46.6
- E. Average Teacher Salary* (C ÷ D) \$ 12,975.52

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R.S. Bartelt Position Supt. Phone (319) 643-5323

Name of School District West Branch Community AEA No. 10 Fall 1976 Enrollment 918

Increment	Lane I Name: 90 Hrs.	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: BA+30	Lane V Name: MA	Lane VI Name: MA+15	LANE VII Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8038	\$ 8900 -2	\$ 9256	\$ 9612	\$ 9790	\$ 10146	\$ 10502
1	8361	9256 -4	9626	9996	10181 -4	10552	10922
2	8682	9612 -7	9996	10381	10573 -1	10958	11342
3	9003	9968 -3.77	10367	10765	10965 -2	11364	11762
4	9352	10324 -1 *	10737	11150 -1	11356	11769	12182
5	9647	10680 -2	11107	11534	11748 -2	12175	12602
6	9968	11036 -1.5	11477 -1	11919	12140 -2	12581	13022
7	10289	11392 -4	11848	12303	12531	12987 -1	13443
8	10450	11748	12218	12688	12923	13393	13863
9	10611	12104 -1	12588 -1	13072	13314	13799	14283
10	10722 -2	12282	12773 *	13265	13510	14001	14493
11		12460 -1	12958	13457	13706	14204	14703
12		12638 -2	13144	13649	13902	14407	14913
13			13329 -3	13841	14098	14610	15123
14				14034 -1	14223	14813	15333
15				14226 -3	14489	15016	15543
16					14685	15219	15753
17					14881 -1	15422	15963
18							
19							
20		* 1/2 step payment					
21		10,502	* 1/2 step payment				
22			12,866				
23							
24							
Salary Cost Per Lane	\$ 21,444	\$ 306,160	\$ 76,918	\$ 67,862	\$ 135,884	\$ 12,987	\$
FTE Per Lane	2	30.27	6	5	12	1	

- A. Total Base Salary Cost (All Lanes) \$ 621,255
- B. Career Increments/Longevity (Total Costs) \$ 2,200
- C. Total Salary Schedule Costs (A + B) \$ 623,455
- D. Total FTE Teaching Staff (All Lanes) 56.27
- E. Average Teacher Salary* (C ÷ D) \$ 11,079.70

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Byron Hofmeister Position Superintendent Phone (515) 532-3423

Name of School District Clarion Community AEA No. 5 Fall 1976 Enrollment 916

Increment	Lane I Name: B A	Lane II Name: B A + 15	Lane III Name: B A + 30	Lane IV Name: M A	Lane V Name: M A + 15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,700 - 1	\$ 9,048 -	\$ 9,309 .5	\$ 9,570	\$ 9,831	\$
1	9,048 - 3	9,396	9,657	9,918	10,179	
2	9,396 - 4	9,744	10,005 -1	10,266	10,527	
3	9,744 - 2	10,092	10,353	10,614	10,875	
4	10,092 - 2	10,440	10,701	10,962	11,223	
5	10,440 - 1.5	10,788 - 2	11,049 -1	11,310 - 1	11,571 - 1	
6	10,788	11,136 - 2	11,397	11,658	11,919	
7	11,135 - 1	11,484 - 2	11,745	12,006	12,267	
8	11,484 - 3	11,832	12,093	12,354 - 1	12,615	
9	11,832 - 2	12,180	12,441	12,702	12,963	
10	12,180	12,528	12,789	13,050	13,311	
11	12,528 - 4	12,876	13,137	13,398	13,659	
12	12,876	13,224	13,485 -1	13,746	14,007	
13	13,137 - 8	13,572	13,833	14,094	14,355	
14		13,920 - 8	14,181 -2	14,442 - 4	14,703 - 3	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 353,219	\$ 178,176	\$ 67,556	\$ 81,432	\$ 55,680	\$
FTE Per Lane	31.5	14.0	5.5	6.0	4.0	

- A. Total Base Salary Cost (All Lanes) \$ 736,063
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 736,063
- D. Total FTE Teaching Staff (All Lanes) 61
- E. Average Teacher Salary* (C ÷ D) \$ 12,067

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting L. L. Thompson Position Supt. Phone (712) 662-7030

Name of School District Sac Community School District AEA No. 5 Fall 1976 Enrollment 906

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA + 12	Name: BA + 24	Name: MA	Name: MA + 12	Name: MA + 24
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9700-2	\$ 9057	\$ 9414	\$ 9771	\$ 10128	\$ 10485
1	9057-1	9414	9771	10128 -1	10485	10842
2	9414-1	9771	10128	10485 -1	10842	11199
3	9771-5	10128	10485	10842	11199	11556
4	10128-	10485	10842	11199	11556 -1	11913
5	10485-2	10842	11199-1	11556 -1	11913	12270
6	10842-1	11199	11556-1	11913 -1	12270 -1	12627
7	11199-1	11556-1	11913 -1	12270 -1	12627	12984 -1
8	11556-2	11913	12270	12627 -1	12984 -1	13341 -1
9	11913	12270-2	12627	12984	13341	13698
10	12270-2	12627-1	12984 -1	13341 -1	13698	14055
11	12627 -	12984	13341	13698	14055 -1	14412
12	12984	13341	13698	14055 -1	14412	14769
13				14412	14769	15126
14	-1			14769	15126	15483
15	-1	-1		15126	15483	15840
16						
17	-1			-1		
18	-1	-1				
19	-1	-1				-1
20		-2			-1	
21			-1			
22	-1		-1			-1
23			-1			
24			-3			
				-1		
				-1		
Salary Cost Per Lane	\$255,093	\$ 117,229	\$ 122,210	\$ 142,753	\$ 52,493	\$ 52,605
FTE Per Lane	23	9	10	11	4	4

- A. Total Base Salary Cost (All Lanes) \$759,012
- B. Career Increments/Longevity (Total Costs) \$ 12,000
- C. Total Salary Schedule Costs (A + B) \$771,012
- D. Total FTE Teaching Staff (All Lanes) 61
- E. Average Teacher Salary* (C ÷ D) \$ 12,640

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. K. Gay Position Bd. Sec'y. Phone (319) 864-7614

Name of School District Postville Community AEA No. 1 Fall 1976 Enrollment 905

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: 60 Hrs	Name: 90 Hrs	Name: 105 Hrs	Name: BA	Name: BA+15	Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6475	\$ 7000	\$ 7525	\$ 8750- 4	\$ 9144	\$ 9538
1	6738	7263	7831	9100- 3	9538	9975
2	7131	7656	8291	9625- 3	10128- 1	10631
3	7394	7919	8597	9975- 2	10522- 1	11069
4	7656	8181	8903	10325- 4	10916- 1	11506
5		8444	9209	10675- 4	11309- 1	11944
6		8706	9516	11025- 3	11703	12381- 1
7	7919		9734	11288- 2	12009- 2	12731
8				11550- 1	12316- 1	13081- 1
9		8969		11813- 2	12622	13431- 1
10			9953	12075	12928- 1	13781
11				- 3	13234- 2	14131
12				- 2	13541- 5	14481- 2
13				12338- 3		14831- 1
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$	\$ 9,734	\$ 383,341	\$ 186,310	\$ 82,686
FTE Per Lane			1	36	15	6

- A. Total Base Salary Cost (All Lanes) \$ 662,071
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 662,071
- D. Total FTE Teaching Staff (All Lanes) 58
- E. Average Teacher Salary* (C ÷ D) \$ 11,415

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Edna L. Miller Position Board Sec'y. Phone (19) 645-2811

Name of School District Clear Creek Community AEA No. 10 Fall 1976 Enrollment 899

Increment	Lane I Name: <u>90-120 Hrs</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+12</u>	Lane IV Name: <u>BA+24</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8,700 - 3	\$ 8,850 - 1	\$ 9,050	\$ 9,200 = 1	\$
1		9,048 - 1	9,198 - 1	9,398	9,548	
2		9,396 - 4.7	9,546	9,746 - 1	9,896 - 2.7	
3		9,744 - 6	10,044 - 2	10,244	10,544 - 1	
4		10,092 - 5.7	10,392	10,592 - 1	10,892	
5		10,440 - 2	10,740 - 1	10,940	11,240 - 3	
6		10,788 - 1.7	11,088 - 1	11,288	11,588	
7		11,136	11,436 - .5	11,636 - 2	11,936 - 1	
8		11,484	11,784	11,984	12,284	
9		11,832 - 2	12,132	12,332 - 1	12,632 - 1	
10	9,832 - 2	12,180 - 2	12,480	12,680	12,980 - .5	
11		*(12,302) - 2	12,828 - 1	13,028	13,328	
12			*(12,956) - 2	13,376	13,676	
13					*(13,813) - 1	
14		*Teachers who have reached the maximum of their training lane shall receive an additional one percent (1%) of the maximum in that training lane each year once they have met the maximum of that lane.				
15		Schedule above includes recognition of continued service to the District by adding at Step 3 and above:				
16			in BA + 12 training lane		\$ 150.00	
17			in BA + 24 training lane		150.00	
18			in MA training lane		300.00	
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 19,664	\$ 307,146	\$ 104,422	\$ 55,942	\$ 125,054	\$ _____
FTE Per Lane	2	30.1	9.5	5	11.2	_____

- A. Total Base Salary Cost (All Lanes) \$ 611,591
- B. Career Increments/Longevity (Total Costs) \$ 637
- C. Total Salary Schedule Costs (A + B) \$ 612,228
- D. Total FTE Teaching Staff (All Lanes) 57.8
- E. Average Teacher Salary* (C ÷ D) \$ 10,592

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Lars R. Garton Position Superintendent Phone (515) 275-2894

Name of School District Ogden Community AEA No. 11 Fall 1976 Enrollment 897

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA +12</u>	Lane III Name: <u>BA+24</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+12</u>	Lane VI Name: <u>MA+24</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 5	\$ 8944 0	\$ 9374 0	\$ 9804 1	\$ 10148 0	\$ 10492 0
1	8858 5.5	9202 0	9632 1.5	10062 1	10406 0	10750 0
2	9116 2	9460 0	9890 0	10320 0	10664 0	11008 0
3	9374 4	9718 0	10148 0	10578 0	10922 0	11266 0
4	9632 4	9976 0	10406 0	10836 0	11180 0	11524 0
5	9976 1	10320 0	10750 1	11180 0	11524 0	11868 0
6	10320 2	10664 0	11094 0	11524 0	11868 0	12212 0
7	10664 0	11008 0	11438 0	11868 0	12212 0	12556 0
8	11008 1	11352 0	11782 0	12212 1	12556 0	12900 0
9	11309 1	11653 0	12083 0	12513 1	12857 0	13201 0
10	11610 1	11954 0	12384 0	12814 0	13158 0	13502 0
11	11911 5	12255 2	12685 1	13115 0	13459 0	13803 0
12				13416 1	13760 0	14104 0
13				13717 2	14061 1	14405 1
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 310,073.00	\$ 24,510.00	\$ 37,883.00	\$ 85,441	\$ 14,061	\$ 14,405
FTE Per Lane	31.5	2	3.5	7	1	1

- A. Total Base Salary Cost (All Lanes) \$ 486,373.00
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 486,373.00
- D. Total FTE Teaching Staff (All Lanes) 46
- E. Average Teacher Salary* (C ÷ D) \$ 10,573.32

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Duane Fuhrman Position Superintendent Phone (519) 533-4202

Name of School District Eastern Allamakee Comm. AEA No. I Fall 1976 Enrollment 894

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>MA</u>	Name: <u>MA+15</u>	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,000-3 2/5	\$ 9,227	\$ 9,567	\$ 10,134	\$	\$
1	9,227-1	9,454	9,794	10,361		
2	9,454-4	9,681-2	10,021	10,588		
3	9,681-3	9,908-1	10,248	10,815		
4	9,908-3	10,135	10,475	10,042		
5	10,135-3	10,362	10,702	11,269		
6	10,362-1	10,589	10,929-1	11,496-1		
7	10,589-3	10,816	11,156-1	11,723		
8	10,816-1	11,043	11,383	11,950		
9	11,043-3	11,270	11,610	12,177		
10	11,270-2	11,497-2	11,837-1	12,404		
11	11,497	11,724	12,064	12,631		
12	11,724	11,951	12,281-1	12,858		
13	11,951	12,178-1	12,518	13,085		
14	12,178-2	12,405	12,745	13,312		
15		12,632	12,972-1	13,539		
16		12,859-1	13,199	13,766		
17		13,086	13,426	13,993		
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 299,785	\$ 77,301	\$ 59,175	\$ 11,496	\$	\$
FTE Per Lane	29 2/5	7	5	1		

- A. Total Base Salary Cost (All Lanes) \$ 447,757
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 447,757
- D. Total FTE Teaching Staff (All Lanes) 42 2/5
- E. Average Teacher Salary* (C ÷ D) \$ 10,575

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting William L. Lepley Position Supt. Phone (515) 324-2021

Name of School District Northwood-Kensett Community AEA No. 2 Fall 1976 Enrollment 890

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A.+15</u>	Name: <u>M.A.</u>	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800	\$ 9065	\$ 9855	\$	\$	\$
1	9150 - 3	9430 - 1	10,250			
2	9505 - 2	9790 - 1	10,645			
3	9855 - 2.57	10,150	11,040			
4	10,210	10,515	11,430			
5	10,560 - 1.5	10,880	11,825			
6	10,910	11,240	12,220			
7	11,265 - 1	11,605	12,615			
8	11,615 - 1	11,965	13,010 - 2			
9	11,970	12,330	13,405			
10	12,320 - 1	12,690	13,800			
11	12,670 - 2	13,055	14,190			
12	13,025 - 14	13,415 - 7	14,585 - 10			
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 330,531	\$ 113,125	\$ 171,870	\$	\$	\$
FTE Per Lane	28.07	9	12			

- A. Total Base Salary Cost (All Lanes) \$ 615,526
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 615,526
- D. Total FTE Teaching Staff (All Lanes) 49.07
- E. Average Teacher Salary* (C ÷ D) \$ 12,543

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dean Weaver Position Superintendent Phone (515) 985-2288

Name of School District Riceville Community AEA No. 1 Fall 1976 Enrollment 890

Increment	Lane I Name: <u>105 Hr.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA + 16</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 16</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10630 - 2	\$ 8800 - 3	\$ 9350	\$ 9900	\$ 10450	\$
1		9152 - 3	9702	10252	10802	
2		9486 - 2	10036	10586	11136	
3		9820	10370	10920	11470	
4		10154 - 4	10704	11254	11804	
5		10488 - 4	11038 - 1	11588	12138	
6		10822	11372 - 1	11922	12472	
7		11156	11706	12256 - 1	12806	
8		11490 - 2	12040	12590	13140	
9		11824 - 1	12374	12924 - 2	13474	
10		12158	12708	13258	13808	
11		12492 - 4	13042 - 4	13592	14142	
12		12826 - 2.38	13376 - 1	13926	14476	
13		13160	13710 - 2	14260 - 2	14810	
14		13160 - 2	13710 - 2	14594	15144	
15		13160	13710 - 3	14594 - 0.55	15144 - 1	
16		13160	13710	14595	15144	
17		13494	14044	14928	15478	
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 21,260	\$ 296,950	\$ 183,924	\$74,651	\$15,144	\$
FTE Per Lane	2.0	27.38	14.0	6.55	1.0	

- A. Total Base Salary Cost (All Lanes) \$ 591,929
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 591,929
- D. Total FTE Teaching Staff (All Lanes) 49.93
- E. Average Teacher Salary* (C ÷ D) \$ 11,855

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Loren H. Englund Position Supt. Phone (319) 562-3668

Name of School District South Winneshiek AEA No. 1 Fall 1976 Enrollment 884

Increment	Lane I Name: <u>2 yrs.</u>	Lane II <u>120 Hr.</u> Name: <u>3 Yrs.</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA + 15</u>	Lane V Name: <u>BA + 30</u>	Lane VI Name: <u>MA</u>	LANE VII Name: <u>MA + 1</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,650	\$ 8,280	\$ 9,000	\$ 9,360	\$ 9,720	\$ 10,080	\$ 10,440
1	7,920	8,550	9,360	9,720	10,080	10,440	10,800
2	8,190	8,820	9,720	10,080	10,440	10,800	11,160
3	8,460	9,090	10,080	10,440	10,800	11,160	11,520
4	8,730	9,360	10,440	10,800	11,160	11,520	11,880
5	9,000	9,630 - 1	10,800	11,160	11,520	11,880	12,240
6	9,270	9,900	11,160	11,520	11,880	12,240	12,600
7	9,540 - 1	10,170	11,520	11,880	12,240	12,600	12,960
8		10,440	11,880	12,240	12,600	12,960	13,320
9		10,710 - 1	12,240	12,600	12,960	13,320	13,680
10			12,600	12,960	13,320	13,680	14,040
11			12,960	13,320	13,680	14,040	14,400
12				13,680	14,040	14,400	14,760
13							15,120
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 9,540	\$ 20,340	\$ 419,310	\$ 128,880	\$	\$ 41,040	\$
FTE Per Lane	1	2	36.5	10		3	

- A. Total Base Salary Cost (All Lanes) \$ 619,110
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 619,110
- D. Total FTE Teaching Staff (All Lanes) 52.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,792

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dale C. Mulford Position Superintendent Phone (319) 824-5418

Name of School District Grundy Center Community School AEA No. 7 Fall 1976 Enrollment 878

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: MA	Lane IV Name: MA+15	Lane V Name: MA+30	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8850 - 3	\$ 9293	\$ 9735	\$ 10178	\$10620	\$
1	9204 - 4	9647	10089	18532	10974	
2	9558 - 2*	10001	10443	10886	11328	
3	9912 - 3	10355 - 1	10797	11240	11682	
4	10266 - 6	10709	11151	11594	12036	
5	10620 - 5	11063 - 2	11505	11948	12390	
6	10974 - 2.	11417 - 1	11859	12302	12744	
7	11417	11859 - 1	12302	12744	13187	
8	11859	12302	12744 - 1	13187	13629	
9	12302	12744 - 3	13187 - 1	13629	14072	
10	12744 - 1**	13187 - 1	13629	14072	14514	
11			14072 - 1	14514	14957	
12				14957	15399	
13						
14	Above 10 - 2	Above 10 - 6	Above 11 - 6		Above 12 - 1	
15	cost \$27,019	cost \$84,255	cost \$88,469		cost \$15,795	
16						
17						
18	* 1 at 1/2 step					
19	between 1 and					
20	2					
21						
22	** At 1/2 step					
23	between 9 and					
24	10					
	\$288,227	\$191,431	\$128,472	\$	\$15,795	\$
	28	15	9		1	

Salary Cost
Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 623,925
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 623,925
- D. Total FTE Teaching Staff (All Lanes) 53
- E. Average Teacher Salary* (C ÷ D) \$ 11,772

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Virginia E. Bergert Position Sec'y, Bd of Ed Phone (319) 444-2721

Name of School District Belle Plaine Community AEA No. 10 Fall 1976 Enrollment 863

Increment	Lane I Name: B.A.	Lane II Name: B.A.+12	Lane III Name: B.A.+24	Lane IV of Field Name: M.A.out	Lane V Name: M.A.	Lane VI Name: M.A.+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 00	\$ 00	\$ 00	\$ 00	\$ 00	\$ 00
1	8950 2	9308 2	9666 2	9845 2	10024 2	10382 2
2	9308 8	9666 8	10024 8	10203 8	10382 8	10740 8
3	9666 1	10024 1	10382 1	10561 1	10740 1	11098 1
4	10024 2	10382 3	10740 3	10919 3	11098 3	11456 3
5	10382 2	10740 1	11098 1	11277 1	11456 1	11814 1
6	10740 1	11098 3	11456 3	11635 3	11814 3	12172 3
7	11098 1	11456 1	11814 1	11993 1	12172 1	12530 1
8	11456 1	11814 1	12172 1	12351 1	12530 1	12888 1
9	11814 1	12172 1	12530 1	12709 1	12888 2	13246 2
10	12172 1.5	12530 1	12888 1	13067 1	13246 1	13604 1
11	12530 1	12888 2	13246 1	13425 1	13604 1	13962 1
12	00	13246 2.5	13604 1	13783 1	13962 1	14320 1
13	00	00	13962 3	14141 3	14320 3	14678 3
14	00	00	14320 3	14499 3	14678 3	15036 3
15	00	00	00	00	15036 1	15394 1
16	00	00	00	00	15394 1	15752 1
17						
18						
19						
20						
21						
22						
23						
	\$ 206,924	\$ 146,601	\$ 116,708	\$ 12,709	\$ 109,190	\$
	20.5	12.5	9	1	8	

Salary Cost
Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$592,132
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$592,132
- D. Total FTE Teaching Staff (All Lanes) 51
- E. Average Teacher Salary* (C ÷ D) \$ 11,610.43

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting J. R. Henderson Position Superintendent Phone (712)523-2114

Name of School District Bedford Community AEA No. 14 Fall 1976 Enrollment 862

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>BA+30</u>	Name: <u>MA</u>	Name: <u>MA+15</u>	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$8450 - 5.5	\$8788	\$9126	\$9464	\$ 9802	\$
1	8625 - 6	8963 - 2	9301	9639 - 2	9977	
2	8800 - 4	9138	9476	9814	10152	
3	8975 - 1	9313 - 1	9651	9989 - 1	10327	
4	9150 - 3	9488	9826	10164 - 3	10502	
5	9375 - 1	9713 - 1	10051	10389	10727	
6	9600	9938	10276	10614	10952	
7	9825 - 1	10163	10501	10839 - 2	11177	
8	10050	10388	10726	11064	11402	
9	10275	10613	10951	11289	11627	
10	10500 - 4	10838	11176	11514	11852	
11		11063 - 4	11401	11739	12077	
12			11626 - 2	11964 - 2	12302	
13				12189 - 6	12527 - 2	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$231,050	\$ 81,204	\$ 23,252	\$ 178,499	\$ 25,054	\$ _____
FTE Per Lane	25.2	8	2	16	2	

- A. Total Base Salary Cost (All Lanes) \$ 539,059
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 539,059
- D. Total FTE Teaching Staff (All Lanes) 53.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,075

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting George Rinehart Position Supt. Phone (515) 858-3421

Name of School District Eldora Community AEA No. VI Fall 1976 Enrollment 861

Increment	Lane I Name: <u>3 + 15</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA + 12</u>	Lane IV Name: <u>BA + 24</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA + 12</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$8300	\$9000 - 4	\$9370	\$ 9740	\$10110	\$ 10480
1	8550	9305 - 1 1/3	9675	10045	10415	10785
2	8800	9610 - 1	9980 - 1	10350	10720	11090
3	9050	9915	10285	10655	11025	11395
4	9300	10220 - 2	10590	10960	11330 - 1	11700
5	9550	10525 - 3	10895 - 1	11265 - 2	11635 - 1	12005
6	9800 - 1	10830 - 1	11200	11570 - 1	11940 - 2	12310
7	10500	11135	11505 - 1 1/2	11875	12245 - 1	12615
8	10300 - 1	11440	11810 - 1	12180	12550	12920
9		11745 - 1/2	12115	12485	12855 - 1	13225
10		12050 - 4 1/2	12420 - 5	12790	13160 - 1	13530
11			12725 - 2	13095	13465	13835
12			13030 - 5	13400 - 1	13770	14140
13				13705 - 1	14075	14395
14				14010 - 4 1/2	14380 - 1	14650 - 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$20100	\$180960	\$202643	\$ 124250	\$99485	\$ 14650
FTE Per Lane	2	17.33	16.5	9.5	8	1

Increment	LANE VII Name: <u>MA + 24</u>	LANE VIII Name: <u>Ed Spec</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$10850	\$ 11220	\$	\$	\$	\$
1	11155	11525				
2	11460	11830				
3	11765	12135				
4	12070	12440				
5	12375	12745				
6	12680	13050				
7	12985	13355				
8	13290	13660				
9	13595	13965				
10	13900	14270				
11	14205	14575				
12	14510	14880				
13	14765	15135				
14	15020	15390				
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ 642,088
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 642,088
- D. Total FTE Teaching Staff (All Lanes) 54.33
- E. Average Teacher Salary* (C ÷ D) \$ 11,818

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Wayne H. Burk Position Superintendent Phone (319) 935-3367

Name of School District East Buchanan Community AEA No. 7 Fall 1976 Enrollment 851

Increment	Lane I Name: 110 Hrs.	Lane II Name: BA	Lane III Name: BA+10	Lane IV Name: BA+20	Lane V Name: BA+30	Lane VI Name: MA	LANE VII Name: MA + 10
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7875	\$ 8750 - 2	\$ 9013	\$ 9275	\$ 9538	\$ 9800	\$ 10063
1	8094	9100 - 1	9363	9625	9888	10150	10413
2	8313	9450 - 2	9713	9975	10238	10500	10763
3	8531	9800 - 3	10063 - 1	10325	10588	10850	11113
4	8750	10150 - 1.57	10413	10675	10938	11200	11463
5	8969 - 1	10500 - 3	10763 - 2	11025	11288	11550	11813
6	9188 - 1	10850	11113	11375	11638	11900 - 1	12163
7	9406	11200	11463	11725	11988	12250	12513
8	9669	11594 - 2	11856	12119	12381	12644	12906
9		11988 - 2	12250	12513	12775	13038	13300
10		12381	12644 - 1	12906	13169	13431	13694
11		12775	13038	13300	13563	13825	14088
12		13169 - 11.6	13431	13694 - 2	13956	14219	14481
13			13825 - 6	14088 - 2	14350 - 2	14613	14875
14						15006	15269
15						15400 - 2	15663
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 18,157.00	\$ 322,259.90	\$ 127,183.00	\$ 55,564.00	\$ 28,700.00	\$ 42,700.00	\$.00
FTE Per Lane	2.0	28.17	10.0	4.0	2.0	3.0	.0

- A. Total Base Salary Cost (All Lanes) \$ 594,563.90
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 594,563.90
- D. Total FTE Teaching Staff (All Lanes) 49.17
- E. Average Teacher Salary* (C ÷ D) \$ 12,092.01

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. R. D. Lovelace Position Superintendent Phone (319) 785-4432

Name of School District Durant Community AEA No. 9 Fall 1976 Enrollment 850

Increment	Lane I Name: <u>75</u>	Lane II Name: <u>83</u>	Lane III Name: <u>90</u>	Lane IV Name: <u>98</u>	Lane V Name: <u>105</u>	Lane VI Name: <u>113</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1						
2						
3						
4						
5						
6						
7	9919	10146-2	10374	10601-2	10829	11375
8						11830
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 0	\$ 20,292	\$ 0	\$ 21,202	\$ 0	\$ 0
FTE Per Lane	0	2	0	0	0	0

Increment	LANE VII Name: <u>BA</u>	LANE VIII Name: <u>BA+8</u>	LANE IX Name: <u>BA+16</u>	LANE X Name: <u>BA+24</u>	LANE XI Name: <u>MA</u>	LANE XII Name: <u>MA+32</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9100-3	\$ 9373	\$ 9646	\$ 9919	\$ 10192	\$ 11011
1*	9464-2	9737	10010	10283	10556	11375
2	9828-3	10101-1	10374	10647	10920	11739
3	10192-4	10465-1	10738	11011-1	11284	12103
4	10556-3	10829	11102-1	11375	11648	12467
5	11011-3	11284-1	11557-1	11830-1	12103-1	12922
6	11466 -	11739	12012	12285	12558	13377-1
7	11921	12194-1	12467-1	12740-1	13013	13832
8	12376-1	12649	* 12922	13195	* 13468-1	14287
9	12831	13104-4	13377	13650	13923	14742
10			13832-3	14105	14378-1	15197
11					14833-2	15652-1
12						
13						
14	* 1 at 9282		* 1 at 12694		* 1 at 13240	
15	Step ½		Step 7½		Step 7½	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 202,839	\$ 96,460	\$ 89,316	\$ 35,581	\$ 68,022	\$ 29,029
FTE Per Lane	20	8	7	3	5	2

- A. Total Base Salary Cost (All Lanes) \$ 562,741
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 562,741
- D. Total FTE Teaching Staff (All Lanes) 49.0
- E. Average Teacher Salary* (C ÷ D) \$ 11,485

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Kenneth Kemp Position Supt. Phone (515) 466-3331

Name of School District Southeast Warren Comm. Sch. AEA No. 11 Fall 1976 Enrollment 838

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA + 15	Name: MA	Name: MA + 15	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8850 2	\$ 9150 1	\$ 9550	\$ 9850	\$	\$
1	9140 5	9440	9840	10140		
2	9430 4	9730	10130	10430		
3	9720 3	10020 2	10420	10720		
4	10010 2	10310 1	10710	11010		
5	10300 1	10600	11000	11300		
6	10590 1	10890	11290	11590		
7	10880	11180 1	11580	11880		
8	11170	11470	11870	12170		
9	11460 1	11760	12160	12460		
10	11750	12050	12450	12750		
11	12040	12340 1	12740 2	13040		
12	12330 1	12630 13	13030	13330 1		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 194,980	\$ 227,210	\$ 25,480	\$ 13,330	\$	\$
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ 461,000.00
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 461,000.00
- D. Total FTE Teaching Staff (All Lanes) 42
- E. Average Teacher Salary* (C ÷ D) \$ 10,976.19

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Donald A. Lenth Position Supt. Phone (319) 478-2265

Name of School District North Tama County Community AEA No. 7 Fall 1976 Enrollment 837

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: +10	Name: +20	Name: MA	Name: +10	Name: +20
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,021	\$ 9,221	\$ 9,421	\$ 9,721	\$ 9,921	\$ 10,121
1	9,301 - 2.7	9,551	9,721	10,031	10,241 - 1	10,451
2	9,581 - 7	9,801 - 1	10,021	10,341	10,561	10,781
3	9,861 - 3	10,091	10,321	10,651	10,881	11,111
4	10,141 - 1	10,381	10,621	10,961	11,201	11,441
5	10,421 - 1	10,671 - 1.7	10,921	11,271	11,521	11,771
6	10,701	10,961 - 2	11,221	11,581	11,841	12,101
7	10,981 - 1	11,251	11,521	11,991	12,161	12,431
8	11,261	11,541 - 1	11,821	12,201 - 1	12,481	12,761
9	11,541	11,831	12,121	12,511 - 1	12,801	13,191
10	11,821 - 2	12,121	12,421 - 2	12,821 - 2	13,121	13,421
11	12,101	12,411 - 1	12,721	13,131	13,441	13,751
12		12,701 - 3	13,021	13,441	13,761	14,081
13			13,321 - 7	13,751	14,081	14,411
14				14,061 - 2	14,401	14,741
15					14,721	15,071
16						15,401
17						
18						
19	5 Non-degree	45,405				
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 177,080	\$ 112,071	\$ 118,089	\$ 78,476	\$ 10,241	\$
FTE Per Lane	17.7	9.7	9	6	1	

- A. Total Base Salary Cost (All Lanes) \$ 541,362
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 541,362
- D. Total FTE Teaching Staff (All Lanes) 48.4
- E. Average Teacher Salary* (C ÷ D) \$ 11,185

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Kenneth M. Mallas Position Supt. Phone (515) 322-4242

Name of School District Corning Comm. School AEA No. 14 Fall 1976 Enrollment 836

Increment	Lane I Name: <u>105 Hrs.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+15</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7776	\$ 8640 2	\$ 9072	\$ 9504	\$ 9936	\$
1	7911	8916	9361	9807	10253	
2	8060	9192 6	9650	10110	10570	
3	8266	9399 8	9867 2	10337 1	10808	
4	8516 2	9675 3	10156 3	10640 1	11125	
5		9951 1	10445 1	10943 1	11442	
6		10227 1	10734 .66	11246 2	11759	
7		10503 1	11023 1	11549 3	12076	
8		10779 1	11312 2	11852 2	12393	
9		11055 1	11601 1	12155 1	12710	
10		11331 1	11890 2	12458 1	13027	
11		11607 1	12179 2	12761 1	13344	
12		11883 2	12468 3	13064 3	13661	
13			12757 3	13367 3	13978	
14				13670 3	14295	
15					14612 1	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 17032	\$ 243,531	\$ 175,608.44	\$ 144,345	\$ 14,612	\$
FTE Per Lane	2	15	15.66	12	1	

* Career Increment

- A. Total Base Salary Cost (All Lanes) \$95,128.44
- B. Career Increments/Longevity (Total Costs) \$ 1,099
- C. Total Salary Schedule Costs (A + B) \$96,227.44
- D. Total FTE Teaching Staff (All Lanes) 55 2/3
- E. Average Teacher Salary* (C ÷ D) \$10,711.96

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. J. Mallas Position Supt. Phone (515) 322-4242

Name of School District Franklin County School AEA No. 12 Fall 1976 Enrollment 557

Increment	Lane I Name: _____	Lane II Name: _____	Lane III Name: _____	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$	\$	\$	\$	\$
FTE Per Lane						

We have not settled our salary schedule for the 1976-77 school year because our teachers are being paid on the 1975-76 schedule and for the 1975-76 year would not be realistic for this year!

R. J. Mallas

- A. Total Base Salary Cost (All Lanes) \$ _____
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ _____
- D. Total FTE Teaching Staff (All Lanes) _____
- E. Average Teacher Salary* (C ÷ D) \$ _____

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Glenn E. Primer Position Sup't. Phone (319) 438-6181

Name of School District Central City Community AEA No. 10 Fall 1976 Enrollment 830

Increment	Lane I Name: BA	Lane II Name: BA+8	Lane III Name: BA+16	Lane IV Name: BA+24	Lane V Name: MA	Lane VI Name: MA+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9150 7.5	\$ 9470	\$ 9790	\$ 10110	\$ 10430	\$ 10750
1	9470	9790	10110	10430	10750	11070
2	9790 1	10110	10430	10750 1	11070 1	11390
3	10110 4	10430	10750	11070	11390	11710
4	10430	10750	11070	11390	11710	12030
5	10750 4	11070	11390	11710	12030	12350
6	11070 1	11390 1	11710 2	12030	12350	12670
7	11390	11710	12030 1	12350	12670	12990
8	11710	12030	12350	12670 1	12990	13310
9	12030	12350	12670 1	12990	13310	13630
10	12350 5	12670	12990	13310	13630	13950
11		12990 3	13310	13630	13950 1	14270
12			13630 4	13950 1	14270 1	14590
13				14270 1	14590 2	14910
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 234,675	\$ 50,360	\$ 102,640	\$ 51,640	\$ 54,200	\$ 0
FTE Per Lane	22.5	4	8	4	4	0

- A. Total Base Salary Cost (All Lanes) \$ 493,335
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 493,335
- D. Total FTE Teaching Staff (All Lanes) 42.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,608

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gladys Katko Position Bd. Sec. Phone (515) 969-4288

Name of School District Eddyville Community AEA No. XV Fall 1976 Enrollment 830

Increment	Lane I Name: Under BA	Lane II Name: BA	Lane III Name: BA + 15	Lane IV Name: BA + 30	Lane V Name: MA	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6680	\$ 8909 4	\$ 9265 1	\$ 9621	\$ 9978	\$
1	6949	9265 2	9621	9978	10334	
2	7216	9621 2	9978	10334	10690	
3	7483	9978 6	10334 1	10690	11047	
4	7750	10334 4	10690	11047	11403	
5	8018	10690 4	11047	11403	11759	
6		11047 3	11403 1	11759	12116	
7		11403 1.5	11759	12116	12472 1	
8		11759 1	12116	12472	12828 1	
9		12116 1	12472	12828	13185 1	
10		12472 4	12828	13185	13541	
11			13185 4.5	13541	13898	
12				13898 1	14254	
13					14610 4	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$ 341,381 32.5	\$ 90,334 7.5	\$ 13,898 1	\$ 96,925 7	\$
FTE Per Lane		32.5	7.5	1	7	

- A. Total Base Salary Cost (All Lanes) \$ 542,538
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 542,538
- D. Total FTE Teaching Staff (All Lanes) 48
- E. Average Teacher Salary* (C ÷ D) \$ 11,303

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles Barker Position Supt. Phone 615) 446-4710

Name of School District Central Decatur AEA No. 14 Fall 1976 Enrollment 828

Increment	Lane I Name: BA	Lane II Name: BA +15	Lane III Name: MA	Lane IV Name:	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8650-7.5	\$ 8900	\$ 9150	\$	\$	\$
1	8910-1	9212	9516			
2	9169	9523	9882			
3	9429-1	9835-1	10248			
4	9688-2	10146-2	10614			
5	9948-2	10458-1	10980-1			
6	10207	10769	11346			
7	10467	11081-1	11712-8			
8	10726	11392	12078-1			
9	10986	11704-1	12444			
10	11245-6	12015-1	12810			
11		12327-1	13176			
12		12638-9	13542			
13			13908-2			
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 189,956	\$ 201,454	\$ 60,243	\$	\$	\$
FTE Per Lane	19.5	17	4.8			

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 451,653
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 451,653
- D. Total FTE Teaching Staff (All Lanes) 41.3
- E. Average Teacher Salary* (C ÷ D) \$ 10,935.90

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Harold A. Overmann Position Superintendent Phone (319) 928-6411

Name of School District Edgewood-Colesburg Community AEA No. I Fall 1976 Enrollment 822

Increment	Lane I Name: BA	Lane II Name: BA+8	Lane III Name: BA+16	Lane IV Name: BA+24	Lane V Name: MA	Lane VI Name: MA+8
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,900 -1	\$ 9,167	\$ 9,434	\$ 9,701	\$ 9,968	\$ 10,235
1	9,256 -3	9,523 -2	9,790	10,057	10,324	10,591
2	9,612 -4	9,879	10,146	10,413	10,680	10,947
3	9,968	10,235 -1	10,502	10,769	11,036	11,303
4	10,324	10,591	10,858	11,125	11,382	11,659
5	10,680 -1	10,974	11,214	11,481	11,748	12,015
6	11,036 -1	11,303 -1	11,570	11,837	12,104	12,371
7	11,392 -1	11,654	11,926	12,193	12,460	12,727
8	11,748	12,015 -3	12,282 -1	12,549	12,816	13,083
9	12,104 -1	12,371 -1.5	12,638	12,905 -1	13,172	13,439
10	12,460 -5	12,727	12,994	13,261	13,528	13,795
11		13,083 -4	13,350	13,617	13,884	14,151
12		13,439 -3	13,706 -4	13,973	14,240	14,507
13				14,329 -1	14,596	14,863
14				14,685 -1	14,952	15,219
15					15,308	15,575
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 182,628	\$ 187,835	\$ 67,106	\$ 41,919	\$	\$ 11,303
FTE Per Lane	17	15.5	5	3		1

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 497,791
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 497,791
- D. Total FTE Teaching Staff (All Lanes) 41.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,826.29

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles A. Barker Position Superintendent Phone (515) 347-8421

Name of School District East Union Community AEA No. 14 Fall 1976 Enrollment 820

Increment	Lane I Name: <u>Under 90</u>	Lane II Name: <u>90 hr.</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA+15</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA+15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6700	\$ 7100	\$ 8500-2	\$ 8700-1	\$ 9100	\$ 9300
1	6901	7313	8755-2	8961	9373	9579
2	7102	7526	9010-3	9222	9646-1	9858
3	7303	7739	9265-1	9483-2	9919	10137
4	7504	7952	9520-3	9744	10192-1	10416
5	7705	8165	9775-3	10005-3	10465	10695
6	7906	8378	10031-2	10266-1	10738	10974
7	8107	8591	10285-1	10527	11011	11253
8	8308	8804	10540	10788	11284	11532
9	8509	9017	10795-2	11049	11557	11811
10	8710-1	9230	11050	11310-2	11830	12090
11			11305-2	11571	12103-1	12369
12			11560-1	11832-1	12376	12648
13			11815-10	12093-4	12649	12927-1
14					12922	13206
15					13195-3	13485
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8710	\$	\$328,187	\$ 150,771	\$ 64,929	\$ 12,927
FTE Per Lane	1		31.5	14	5.5	1

- A. Total Base Salary Cost (All Lanes) \$ 565,524
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 565,524
- D. Total FTE Teaching Staff (All Lanes) 53
- E. Average Teacher Salary* (C ÷ D) \$ 10,670

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Darlene Russett Position Secretary Phone (319) 539-2031

Name of School District M-F-L Community AEA No. 1 Fall 1976 Enrollment 819

Increment	Lane I Name: <u>60 Hr.</u>	Lane II Name: <u>90 Hr.</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA+15</u>	Lane V Name: <u>BA+30</u>	Lane VI Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6762	\$ 7111	\$ 8725 2	\$ 9161	\$ 9598	\$ 9816
1	7024	7373	9074 3	9510	9947	10615
2	7285	7634	9510 3	9859	10296	10514
3	7547	7896	9859 1	10208	10645	10863
4	7809	8158	10208	10557	10994	11212
5	8071	8420	10557	10906 1	11343	11561
6	8332	8681	10906 3	11255	11692	11910 1
7	8594 1	8725	11255 5	11604	11953	12171 1
8		9074 5.5	11517 3	11953	12215	12433
9			11866 .5	12215 1	12477	12695
10			12128 1.5	12477	12739	12957
11			12302 6.25	12651	13000	13218
12				12826 2	13175	13393
13				13088	13349	13567
14				13262 2	13524	13742 1
15					13786	14004
16					13960	14173
17					14135 5	14353 1
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 3,594	\$ 49,907	\$ 307,617	\$ 75,297	\$ 70,675	\$ 52,126
FTE Per Lane	1	5.5	23.25	6	5	4

- A. Total Base Salary Cost (All Lanes) \$ 564,266
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 564,266
- D. Total FTE Teaching Staff (All Lanes) 49.75
- E. Average Teacher Salary* (C ÷ D) \$ 11,342

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Roger Chide Position Supt Phone (515) 967-2766
 Name of School District Bendmont-Farrar Comm. School AEA No. 11 Fall 1976 Enrollment 818 Reg

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>MA</u>	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8875 -5.5	\$ 9230	\$ 9496	\$ 9585	\$	\$
1	9230 -6	9585	9851	9940-2		
2	9585 -3	9940-2	10206	10295		
3	9940 -2	10295 -1	10561	10650-1		
4	10295 -6	10650 -1	10916	11005 -1		
5	10650	11005 -2	11271	11360		
6	11005 -2	11360	11626	11715		
7	11360 -3	11715	11981	12070		
8	11715	12070 -1	12336	12425		
9	12070 -2	12425	12691	12780-1		
10	12425 -3	12780	13046-2	13135		
11		13135	13401	13490-1		
12		13490	13756-1	13945		
13			14111	14200		
14				14555		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 332,102	\$ 74,905	\$ 39,848	\$ 67,805	\$	\$
FTE Per Lane	32.5	7	3	6		

- A. Total Base Salary Cost (All Lanes) \$ 514,660
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 514,660
- D. Total FTE Teaching Staff (All Lanes) 48.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,611.55

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Frank W. Hulsart Position Superintendent Phone (712) 737-4871
 Name of School District Maurice-Orange City Comm. AEA No. IV Fall 1976 Enrollment 817

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 9</u>	Lane III Name: <u>BA + 18</u>	Lane IV Name: <u>BA + 27</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA + 9</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,450--3.5	\$ 8,704	\$ 8,957	\$ 9,211	\$ 9,718	\$ 9,887
1	8,788--3	9,052	9,315	9,579	10,107	10,282
2	9,126--2	9,400--1	9,673	9,947	10,496	10,677
3	9,464--1	9,748--.5	10,031	10,315	10,885	11,072
4	9,802	10,096--1	10,389	10,683--1	11,274	11,467
5	10,225	10,531--1	10,837	11,144	11,760	11,961
6	10,563--1	10,879	11,195--1	11,512	12,149--.5	12,356
7	10,901	11,227	11,553	11,880	12,538	12,751
8	11,239--4.5	11,575	11,911	12,248	12,927	13,146
9		11,923--5	12,269	12,616	13,316	13,541--1
10			12,717--6.5	13,077	13,802--1	14,035
11				13,445--5	14,191	14,430
12					14,580--3	14,825
13						15,220--12.5
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 144,794	\$ 94,516	\$ 93,855	\$ 77,908	\$ 63,616	\$ 203,701
FTE Per Lane	15.0	8.5	7.5	6	4.5	13.5

- A. Total Base Salary Cost (All Lanes) \$ 678,480
- B. Career Increments/Longevity (Total Costs) \$ ---
- C. Total Salary Schedule Costs (A + B) \$ 678,480
- D. Total FTE Teaching Staff (All Lanes) 55
- E. Average Teacher Salary* (C ÷ D) \$ 12,336

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Philip Burmeister Position Superintendent Phone (515) 464-2236

Name of School District Mount Ayr Community AEA No. 14 Fall 1976 Enrollment 816

Increment	Lane I Name: 69-80 Hr.	Lane II Name: 90 to BA	Lane III Name: BA or BS	Lane IV Name: BA + 15	Lane V Name: MA or MS	Lane VI Name: MA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7200	\$ 7600	\$ 8500 - 3	\$ 8700	\$ 8900	\$ 9100
1	7374	7786	8780 - 4	8988	9196	9404
2	7548	7972	9060 - 3	9276	9492	9708
3	7722	8158	9340 - 1	9564	9788	10012
4	7896	8344	9620 - 1	9852	10084 - 1	10316
5	8070	8530	9900 - 2	10140	10380 - 1	10620
6	8244	8716	10180 - 2	10428	10676	10924
7	8418	8902	10460 - 1	10716	10972	11228
8		9088	10740 - 1	11004	11268	11532
9		9274	11020 - 2	11292	11564	11836
10			11300 - 2	11580 - 1	11860 - 1	12140
11			11580 - 12	11868 - 2	12156 - 1	12444
12				12156 - 2	12452	12748
13				12444 - 7	12748 - 1	13052 - .5
14					13044	13356
15					13340 - 3	13660
16						13964
17						14268
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ _____	\$ _____	\$ 351,860	\$ 146,736	\$ 97,248	\$ 6526
FTE Per Lane			34	12	8	.5

- A. Total Base Salary Cost (All Lanes) \$ 602,370
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 602,370
- D. Total FTE Teaching Staff (All Lanes) 54.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,053

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Don Begg Position Supt. Phone (712) 566-2332

Name of School District Underwood Community AEA No. 13 Fall 1976 Enrollment 814

Increment	Lane I Name: 75 hrs	Lane II Name: 90 hrs	Lane III Name: 105 hrs	Lane IV Name: BA	Lane V Name: BA + 15	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6351	\$ 6612	\$ 6873	\$ 8700 - 3	\$ 9048	\$ 9396
1	6699	6960	7221	9048 - 6	9396	9744
2	7047	7308	7569	9396 - 5	9744	10092
3	7395	7656	7917	9744 - 3	10092	10440
4	7743	8004	8265	10092 - 2	10440 - 1	10788
5	8091	8352	8613	10440 - 2	10788	11136
6	8439	8700	8961	10788 - 1	11136	11484
7	8787 - 1	9048	9309	11136 - 2	11484 - 1	11832 - 2
8		9396 - 1	9657	11484 - 1	11832	12180 - 2
9			10005 - 1	11832 - 1	12180	12528
10				12180 - 3	12528 - 1	12876
11					12876 - 3	13224 - 2
12						13572
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8787	\$ 9396	\$ 10005	\$ 290,580	\$ 73,080	\$ 74,472
FTE Per Lane	1	1	1	29	6	6

- A. Total Base Salary Cost (All Lanes) \$ 466,320
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 466,320
- D. Total FTE Teaching Staff (All Lanes) 44
- E. Average Teacher Salary* (C ÷ D) \$ 10,598

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Bernard J. Pelley Position Superintendent Phone (515) 847-2611

Name of School District Ackley-Geneva Community AEA No. 6 Fall 1976 Enrollment 812

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: BA + 30	Lane IV Name: BA	Lane V Name: MA + 15	Lane VI Name: MA + 30	Lane VII Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,950 - 1	\$ 9,250	\$ 9,550	\$ 9,850	\$ 10,150	\$ 10,450	\$
1	9,308 - 3	9,608	9,908	10,208	10,508	10,808	
2	9,666 - 4	9,966	10,266	10,566	10,866	11,166	
3	10,024 - 2.5	10,324	10,624	10,924	11,224	11,524	
4	10,382 - .5	10,682	10,982	11,282	11,582	11,882	
5	10,740 - 2	11,040	11,340	11,640	11,940	12,240	
6	11,098 - 1	11,398	11,698	11,998	12,298	12,598	
7	11,456 - 4	11,756	12,056	12,356	12,656	12,956	8,503 - 1
8	11,814 - 2	12,114 - 1	12,414	12,714	13,014	13,314	
9	12,172 - 1	12,472 - 1	12,772	13,072	13,372	13,672	
10	12,530	12,830	13,130	13,430 - 1	13,730	14,030	
11	12,888 - 7	13,188	13,488	13,788 - 1	14,088	14,388	
12		13,546 - 6	13,846 - 2	14,146	14,446	14,746	
13				14,504 - 4	14,804	15,104	
14					15,162	15,462	
15						15,820 - 3	
16							
17							
18							
19							
20							
21							
22							
23							
Salary Cost Per Lane	\$ 313,786	\$ 103,714	\$ 27,692	\$ 85,234	\$	\$ 47,460	\$ 8,503
FTE Per Lane	28	8	2	6		3	

- A. Total Base Salary Cost (All Lanes) \$ 586,388⁹
- B. Career Increments/Longevity (Total Costs) \$ ---
- C. Total Salary Schedule Costs (A + B) \$ 586,388
- D. Total FTE Teaching Staff (All Lanes) 48
- E. Average Teacher Salary* (C ÷ D) \$ 12,216

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. C. H. Stokes Position Supt. Phone (515) 523-1313

Name of School District Stuart-Manly AEA No. 11 Fall 1976 Enrollment 810

Increment	Lane I Name: 60-89 SH	Lane II Name: 90-104 SH	Lane III Name: 105+ SH	Lane IV Name: B. A.	Lane V Name: B. A. +15	Lane VI Name: M. A.
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6768	\$ 7128	\$ 7488	\$ 8800 - 4	\$ 9200 -	\$ 9600
1	6984	7344	7704	9100 - 5	9500 - 1	9925
2	7200	7560	7920	9400 - 3	9800 - 3	10250
3	7416	7776	8136	9700 - 2	10100	10575
4	7632	7992	8352	10000 - 5	10400 - 2	10900
5	7848	8208	8568	10300 - 2	10700	11225
6	8064 - 1	8424	8784	10600 - 1	11000	11550 + 2
7		8640 - 1	9000	10900 - 2	11300 - 1	11875
8			9216	11200 - 2	11600 - 1	12200 - 1
9				11500 -	11900	12525
10				11800 - 3	12200	12850
11				12100 - 1	12500	13175
12				*Professional Inc. 12250* - 5 1/3	12650* - 1	13500
13				12400*	12800*	13650*
14				12550*	12950*	13800*
15				12700*	13100*	13950*
16						14100*
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8084	\$ 8640	\$ -0-	\$ 375,915	\$ 95,250	\$ 35,300
FTE Per Lane	1	1	0	34.88	9	3

- A. Total Base Salary Cost (All Lanes) \$ 522,089
- B. Career Increments/Longevity (Total Costs) \$ 1,100
- C. Total Salary Schedule Costs (A + B) \$ 523,189
- D. Total FTE Teaching Staff (All Lanes) 48.88
- E. Average Teacher Salary* (C ÷ D) \$ 10,704

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Janice Halverson Position Sec. to Supt. Phone (515) 685-3014

Name of School District North Polk Community School AEA No. 11 Fall 1976 Enrollment 807

Increment	Lane I Name: 60 HR	Lane II Name: 90 HR	Lane III Name: BS or BA	Lane IV Name: BS + 15	Lane V Name: MS or MA	Lane VI Name: MS + 15	Lane VII Name: MS + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6675.00	\$ 7565.00	\$ 8900.00 -1.5	\$ 9345.00	\$ 9790.00	\$ 10235.00	\$ 10680.00
1	6897.50	7787.50	9220.40 -7	9665.40	10110.40	10555.40	11000.40
2	7120.00	8010.00	9558.60 -4	10003.60 -2	10448.60 -1	10893.60	11338.60
3	7342.50	8232.50	9914.60 -2	10359.60 -2	10804.60	11249.60	11694.60
4	7565.00	8455.00	10315.10 -4	10760.10	11205.10 -1	11650.10	12095.10
5	7787.50	8900.00	10715.60 -1	11160.60 -1	11605.60	12050.60	12495.60
6	8010.00	9122.50	11116.10 -1	11561.10	12006.10 -1	12451.10	12896.10
7	8232.50	9345.00	11516.60 -2 4/7	11961.60 -1	12406.60	12851.60	13296.60
8	8455.00	9567.50	11872.60 -1.5	12317.60	12762.60	13207.60	13652.60 -1
9			12228.60 -1	12673.60	13118.60	13563.60	14008.60
10			12566.80 -1	13011.80	13456.80	13901.80	14346.80
11			12905.00	13350.00	13795.00 -1	14240.00	14685.00
12			13225.40 -4	13670.40 -4	14115.40	14560.40	15005.40
13							
14							
15							
16							
17				* step 3 1/2 -1	* step 5 1/2 -1		
18				** step 4 1/2 -1			
19				***step 10 1/2 -1			
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ -0-	\$ -0-	\$ 324,168.51	\$ 153,231.30	\$ 59,260.65	\$ -0-	\$ 13,652.60
FTE Per Lane	0	0	30 4/7	13	5	0	1

- A. Total Base Salary Cost (All Lanes) \$ 550,313.06
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 550,313.06
- D. Total FTE Teaching Staff (All Lanes) 49 4/7
- E. Average Teacher Salary* (C ÷ D) \$ 11,101.41

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Clayton Morlan Position Superintendent Phone (319) 642-7714

Name of School District Iowa Valley Community AEA No. 10 Fall 1976 Enrollment 806

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800.00- 2	\$ 9152.00- 1	\$ 9504.00	\$ 9856.00	\$ 10208.00	\$
1/2*	8976.00- 1					
1	9152.00- 1	9504.00	9856.00	10208.00	10560.00	
2	9504.00- 2	9856.00	10208.00	10560.00	10912.00	
3	9856.00- 2	10208.00	10560.00	10912.00- 1	11264.00	
3 1/2*	10032.00- 1					
4	10208.00- 3.55	10560.00	10912.00	11264.00- 1	11616.00	
4 1/2*		10736.00- .6		11440.00- 1		
5	10560.00- 1	10912.00	11264.00- 1	11616.00- 1	11968.00	
6	10912.00- 1	11264.00- 1	11616.00- 1	11968.00- 2	12320.00	
7	11264.00	11616.00- 1	11968.00	12320.00- 1	12672.00	
8	11616.00	11968.00	12320.00	12672.00	13024.00	
9	11968.00	12320.00	12672.00	13024.00	13376.00- 1	
10	12144.00	12672.00	13024.00	13376.00	13728.00- 1	
11	12320.00	12848.00- 1	13200.00	13728.00	14080.00	
12	12496.00- 6	13024.00- 1	13376.00	13904.00- 1	14256.00	
13	12672.00	13200.00- 3	13552.00- 2	14080.00	14432.00	
Salary Cost Per Lane	\$ 217,166.40	\$ 103,945.60	\$ 49,984.00	\$ 95,392.00	\$ 27,104.00	\$
FTE Per Lane	20.55	8.6	4	8	2	

- A. Total Base Salary Cost (All Lanes) \$ 493,592.00
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 493,592.00
- D. Total FTE Teaching Staff (All Lanes) 43.15
- E. Average Teacher Salary* (C ÷ D) \$ 11,438.98

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles Frizzell Position Sup't Phone (515)872-2184

Name of School District Wayne Comm. AEA No. 15 Fall 1976 Enrollment 805

Increment	Lane I Non-Degree	Lane II BA	Lane III BA+15	Lane IV MA	Lane V MA+15	Lane VI
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8600 - .5	\$ 9000 -	\$ 9400 -	\$ 9800 -	\$
1		8900 - 3	9300 - 1	9700 -	10,100 -	
2		9200 - 2	9600 -	10,000 -	10,400 -	
3		9500 -	9900 -	10,300 -	10,700 -	
4		9800 - 1	10,200 - 1	10,600 -	11,000 -	
5		10,100 -1.5	10,500 - 2	10,900 -	11,300 -	
6		10,400 -	10,800 - 2	11,200 -	11,600 -	
7		10,700 -	11,100 -	11,500 - 1	11,900 -	
8		11,000 - 1	11,400 -	11,800 - 1	12,200 -	
9	8,700 - 1	11,300 -	11,700 - 1	12,100 - 1	12,500 -	
10	9,280 - 1	11,600 - 2	12,000 - 3	12,400 - 1	12,800 -	
11			12,300 - 3	12,700 - 3	13,100 - 1	
12			12,600 - 1	13,000 - 2	13,400 -	
13			12,900 - 8	13,300 - 5	13,700 -	
14			13,200 -	13,600 -	14,000 -	
15			13,500 -	13,900 -	14,300 -	
16				14,200 -	14,600 -	
17				14,500 -	14,900 -	
18				14,800 -	15,200 -	
19				15,100 -	15,500 -	
20				15,400 -	15,800 -	
21						
22						
23						
24						
	Per Lane	\$ 17,980	\$ 108,550	\$ 262,500	\$ 178,400	\$ 13,100
	FTE Per Lane	2.0	11	22	14	1

- A. Total Base Salary Cost (All Lanes) \$ 580,530
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 580,530
- D. Total FTE Teaching Staff (All Lanes) 50
- E. Average Teacher Salary* (C ÷ D) \$ 11,611

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Keith Hart Position Supt Phone (712) 469-2202

Name of School District Manson AEA No. 5 Fall 1976 Enrollment 789

Increment	Lane I BA	Lane II BA+15	Lane III BA+30	Lane IV MA	Lane V MA+15	Lane VI
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700 -1	\$ 9100	\$ 9300	\$ 9600	\$ 9900	\$
1	9030 -1	9450	9660	9975	10290	
2	9360 -3	9800	10020	10350	10680	
3	9690 -3	10150 -2	10380	10725	11070	
4	10020 -6	10500 -2	10740	11100	11460	
5	10350 -4.5	10850	11100	11475	11850	
6	10680 -2	11200	11460	11850	12240	
7	10010 -1	11550	11820	12225	12630	
8	11340	11900 -1.5	12180	12600	13020	
9	11670 -2	12250	12540	12975	13410	
10	12000 -2	12600	12900 -1	13350 -2	13800	
11		121950 -2	13260 -1	13725	14190 -1	
12		13300 -7.5	13620 -2	14100 -2	14580	
13				14475 -1	14970	
14				14850 -1	15360 -1	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	Salary Cost Per Lane	\$ 261,285	\$ 184,800	\$ 53,400	\$ 84,225	\$ 29,550
	FTE Per Lane	25.5	15.0	4.0	6.0	2.0

- A. Total Base Salary Cost (All Lanes) \$ 613,260
- B. Career Increments/Longevity (Total Costs) \$ -
- C. Total Salary Schedule Costs (A + B) \$ 613,260
- D. Total FTE Teaching Staff (All Lanes) 52.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,681

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting O.W. Joimer Position Sup't. Phone (515) 259-2315

Name of School District New Monroe Community AEA No. XI Fall 1976 Enrollment 787

Increment	Lane I Name: -BA	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7395	\$ 8700	4	\$ 9025	\$ 9350	\$ 9675
1	7720	9025	5	9350	9675	10000
2	8045	9350	3	9675	10000	10325
3	8370	9675	3	10000	10325	10650
4	8695	10000	2	10325	10650	10975
5	9020	10325	1	10650	10975	11300
6	9345	10650	1	10975	11300	11625
7	9670	10975	3	11300	11625	11950
8	9995	11300		11625	11950	12275
9	10320	11625	2	11950	12275	12600
10	10645	11950		12275	12600	12925
11		12275	2*	12600	12925	13250
12		12600	1	12925	13250	13575
13		12925	3	13250	13575	13900
14				13900	2½	14225
15						1
16						
17						
18						
19						
20						
21						
22		* 1 at step				
23		11½				
24		(12438)				
Salary Cost Per Lane	\$ 30,635	\$ 310,238	\$ 76,250	\$ 58,975	\$ 14,225	\$
FTE Per Lane	3	30	6	4½	1	

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ ~~490,323~~
- B. Career Increments/Longevity (Total Costs) \$ ~~490,323~~.00
- C. Total Salary Schedule Costs (A + B) \$ ~~490,323~~
- D. Total FTE Teaching Staff (All Lanes) 44½
- E. Average Teacher Salary* (C ÷ D) \$ 11,018

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting James A. Pood Position Superintendent Phone (515) 695-3705

Name of School District Pekin Community AEA No. XV Fall 1976 Enrollment 785

Increment	Lane I Name: B.A.	Lane II Name: B.A.+15	Lane III Name: M.A.	Lane IV Name: M.A.+15	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,800.00	\$ 9,240.00	\$ 9,680.00	\$10,120.00	\$	\$
1	9,152.00	9,592.00	10,032.00	10,472.00		
2	9,504.00	9,944.00	10,384.00	10,824.00		
3	9,856.00	10,296.00	10,736.00	11,176.00		
4	10,208.00	10,648.00	11,088.00	11,528.00		
5	10,560.00	11,000.00	11,440.00	11,880.00		
6	10,912.00	11,352.00	11,792.00	12,232.00		
7	11,264.00	11,704.00	12,144.00	12,584.00	1	
8	11,616.00	12,056.00	12,496.00	12,936.00		
9	11,968.00	12,408.00	12,848.00	13,288.00		
10		12,760.00	13,200.00	13,640.00		
11			13,552.00	13,992.00		
12			13,904.00	14,344.00		
13				14,696.00	2	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$319,756	\$117,876	\$105,600	\$ 41,976	\$	\$
FTE Per Lane	31.4	9.5	9	3		

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 585,208
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 585,208
- D. Total FTE Teaching Staff (All Lanes) 51.9
- E. Average Teacher Salary* (C ÷ D) \$ 11,372

*Excluding Supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Alice Gjerde Position Secretary Phone (515) 843-3863

Name of School District Britt Community AEA No. 2 Fall 1976 Enrollment 777

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>105 Hrs</u>	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>MA</u>	Name: <u>MA+15</u>	Name: <u>MS</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7763	\$ 8625 -1	\$ 8927	\$ 9401	\$ 9703	\$ 13631 -1
1	7996	8884 -3	9195	9683	9994	
2	8268	9186 -2.5	9507 -1	,0013	10334	
3	8539	9488 -3	9820 -1	10341	10673	
4	8850	9833 -1	10177	10717	11061	
5	9160	10178	10534	11093	11450	
6	9471	10523 -.5	10891	11469 -1	11838	
7	9781	10868 -3	11248	11845	12226	
8	10131	11256 -3	11650 -1	12268	12662	
9	10480 -5	11644 -1	12051	12691	13099	
10		12075	12498	13161	13584	
11		12506 -3	12944	13631	14069 -1	
12			13391 -3	14102 -2	14555 -2	
13				14572 -3	15040 -3	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 52,400	\$ 217,335	\$ 71,150	\$ 89,312	\$ 88,299	\$ 13,631
FTE Per Lane	5	21	6	6.5	6	1

- A. Total Base Salary Cost (All Lanes) \$ 532,127.00
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 532,127.00
- D. Total FTE Teaching Staff (All Lanes) 45.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,695

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Leland S. Rankin Positions Superintendent Phone (515) 674-3646

Name of School District COLFAX COMMUNITY SCHOOL AEA No. 11 Fall 1976 Enrollment 777

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V MA	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A.+8</u>	Name: <u>B.A.+16</u>	Name: <u>B.A.+24</u>	Name: <u>B.A.+45</u>	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700- 4 (10 mo.)	\$ 8961	\$ 9230	\$ 9507	\$ 9792	\$ _____
1	8961- 4	9230	9507	9792	10086	
2	9230- 4	9507	9792	10086	10389	
3	9507	9792- 3	10086	10389- 1	10701	
4	9792- 5	10086- 1	10389- 1	10701	11022- 1	
5	10086- 2	10389	10701	11022	11353	
6	10389- 3	10701	11022	11353	11694- 1 (10 mo.)	
7	10701- 1	11022	11353	11694	12045- 1	
8	11022	11353	11694	12045	12407	
9	11353- 1	11694	12045- 1	12407- 1	12779	
10	11694	12045- 1	12407	12779	13162	
11	12045- 3	12407	12779	13162	13557	
12		12779- 3	13162- 3	13557	13964	
13			13557	13964	14383	
14				14383- 3	14814- 1 (10 mo.)	
15					15258	
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 266,052	\$ 102,251	\$ 61,920	\$ 65,745	\$ 49,575	\$ _____
FTE Per Lane	27	9	5	5	4	

- A. Total Base Salary Cost (All Lanes) \$ 545,743
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 545,743
- D. Total FTE Teaching Staff (All Lanes) 50
- E. Average Teacher Salary* (C ÷ D) \$ 10,915

(Does not include 3 - 10 mo. contracts @ \$3786 for additional)

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Harold D. Isley Position Supt. Phone (515) 848-5731

Name of School District Pleasantville Community AEA No. 11 Fall 1976 Enrollment 768

Increment	Lane I Name: BS	Lane II Name: BS + 12	Lane III Name: BS + 24	Lane IV Name: MA	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9000. - 1	\$ 3960.	\$ 9720.	\$ 10,170.	\$	\$
1	9360. - 3	9720.	10080.	10530.		
2	9720. - 3	10080.	10440.	10890.		
3	10170. - 3	10530.	10890. - 1	11340.		
4	10620. - 3	10980.	11340.	11790.		
5	11070.	11430.	11790.	12240. - 1		
6	11340. - 1	11700.	12060.	12510. - 1		
7	11610. - 1	11970. - 3	12330.	12780. - 2		
8	11880. - 2	12240. - 1	12600.	13050.		
9	12150.	12510.	12870.	13320.		
10	12420.	12780. - 3	13140.	13590.		
11		13050. - 6	13410.	13860. - 1		
12			13680. - 1	14130.		
13				14400. - 3		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 178,334.	\$ 170,980.	\$ 24,970	\$ 118,201.	\$	\$
FTE Per Lane	17	13	2	8		

- A. Total Base Salary Cost (All Lanes) \$ 492,485.
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 492,485.
- D. Total FTE Teaching Staff (All Lanes) 40
- E. Average Teacher Salary* (C ÷ D) \$ 12,312

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting William E. Connell Position Supt. Phone (515) 454 2211

Name of School District North Central Community AEA No. 2 Fall 1976 Enrollment 763

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: BA + 30	Lane IV Name: BA-BA+45	Lane V Name: MA + 15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8650 -2	\$ 8996	\$ 9255	\$ 9558	\$ 9817	\$
1	8996 -4	9342	9601	9947	10207	
2	9342	9688	9947	10336	10596	
3	9731 -2	10077	10336	10769	11028	
4	10120 -1	10466 -1	10726	11201	11461	
5	10553	10899 -1	11158	11677	11937	
6	11072 -2	11331	11591	12153	12412	
7	11418 -1	11764 -1	12023 -1	12629 -1	12888	
8	11807 -1	12153 -1	12412	13061	13364	
9	12196 -3	12542 -1	12802 -1	13494	13840	
10	12585	12931	13191	13926 -1	14272	
11	12975 -4	13321	13580	14359 -1	14705	
12		13710 -1	13969	14748 -1	15137	
13		14099 -5.6	14359 -1	15137	15570	
14				15526 -1	16002	
15				15916 -5	16435 -1	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$216,723.	\$153,308.	\$ 39,164.	\$ 150,760.	\$ 16,435.	\$
FTE Per Lane	20	11.8	3	10	1	

- A. Total Base Salary Cost (All Lanes) \$576,418.
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$576,418.
- D. Total FTE Teaching Staff (All Lanes) 44.8
- E. Average Teacher Salary* (C ÷ D) \$ 12,866.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Arthur Fudge, Jr. Position Supt. of Sch. Phone (319) 842-2261

Name of School District Alburnett Community AEA No. 10 Fall 1976 Enrollment 762

Increment	Lane I Name: <u>108 hrs.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+8</u>	Lane IV Name: <u>BA+16</u>	Lane V Name: <u>BA+24</u>	Lane VI Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8285	\$ 9100 -4	\$ 9376	\$ 9652	\$ 9928	\$ 10204
1	8533	9376 -1	9663 -1	9950	10237	10524
2	8781	9652 -2	9950	10248	10546	10844
3	9029	9928 -3	10237 -1	10546	10855	11164
4	9277	10204 -2	10524 -2	10844	11164	11484
5	9525	10480 -3	10811 -2	11142	11473	11804 -1
6	9773	10756 -0.8	11098	11440	11782	12124 -1
7	10021	11032 -1	11385 -1	11738	12091	12444
8	10269	11308 -2	11672	12036 -1	12400 -2	12764
9	10517	11584	11959 -1	12334	12709	13084
10	10765 -1	11860 -1	12246 -1	12632 -1	13018	13404
11			12533 -2	12930	13327 -1	13724 -1
12				13228 -1	13636 -1	14044
13				13526	13945	14364
14					14254	14684
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 10,765	\$ 200,825	\$ 123,226	\$ 37,896	\$ 51,763	\$ 37,652
FTE Per Lane	1	19.8	11	3	4	3

- A. Total Base Salary Cost (All Lanes) \$462,127
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$462,127
- D. Total FTE Teaching Staff (All Lanes) 41.8
- E. Average Teacher Salary* (C ÷ D) \$ 11,056

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Larry Blaker Position Principal Phone (515) 438-2115

Name of School District Woodward - Granger AEA No. 11 Fall 1976 Enrollment 761

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A. +15</u>	Lane III Name: <u>B.A. +30</u>	Lane IV Name: <u>B.A. +45</u>	Lane V Name: <u>M.A.</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,600- 2	\$ 8,944	\$ 9,301	\$ 9,673	\$ 10,059	\$
1	8,944- 7	9,301	9,673	10,059	10,461	
2	9,301- 4	9,673- 1	10,059	10,461	10,879- 1	
3	9,673- 3	10,059	10,461	10,879	11,314	
4	10,059-2	10,461	10,879- 1/2	11,314	11,766	
5	10,461- 2	10,879- 1	11,314	11,766	12,236- 1	
6	10,879- 1	11,314	11,766- 1	12,236	12,725- 2	
7	11,314- 1	11,766	12,236	12,725	13,234	
8	11,766	12,236- 1	12,725	13,234	13,763- 1	
9	12,236	12,725- 2	13,234	13,763	14,313	
10	12,725- 4	13,234	13,763	14,313	14,885	
11		13,763- 1/2	14,313	14,885	15,480	
12			14,885	15,480- 1	16,099- 5	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 260,164	\$ 72,001	\$ 17,206	\$ 15,480	\$ 142,823	\$
FTE Per Lane	26	6	1.5	1	10	

- A. Total Base Salary Cost (All Lanes) \$ 507,674
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 507,674
- D. Total FTE Teaching Staff (All Lanes) 44.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,408

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting George Dobrovolny Position Supt. Phone (712) 944-5183

Name of School District Lawton-Bronson AEA No. XII Fall 1976 Enrollment 756

Increment	Lane I Name: 90 Hrs.	Lane II Name: 105 Hrs.	Lane III Name: BA	Lane IV Name: BA+12	Lane V Name: BA+24	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$7,926	\$ 8,256	\$8,600 -4	\$ 8,944	\$ 9,302	\$ 9,674
1	8,164	8,504	8,858 -3	9,212	9,581	9,964
2	8,402	8,751	9,116 -4	9,481	9,860	10,254
3	8,639	8,999	9,374 -2	9,749	10,139	10,545
4	8,956	9,329	9,718 -2	10,107	10,511	10,932
5	9,273	9,660	10,062	10,464 -2	10,883	11,319
6	9,590	*9,900	10,406	10,822	11,255	11,706 -2
7		10,320	10,750	11,180	11,628	12,093
8		10,568	11,008 -2	11,448	11,907	12,383
9			11,266 -2	11,717	12,186	12,673
10			11,524	11,985	12,465	12,963
11			11,782 -4	12,253 -6	12,744	13,253
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 9900	\$ 259,290	\$ 114,302	\$ 30,231	\$ 46,050
FTE Per Lane		1	26	10	3	4

*Salary Schedule shows 9990 rather than 9900

- A. Total Base Salary Cost (All Lanes) \$ 459,773
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 459,773
- D. Total FTE Teaching Staff (All Lanes) 44
- E. Average Teacher Salary* (C ÷ D) \$ 10,449.38

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting W. S. Sandholm Position Superintendent Phone (515) 743-6127

Name of School District Greenfield AEA No. 14 Fall 1976 Enrollment 755

Increment	Lane I Name: 105 S.H.	Lane II Name: BA	Lane III Name: BA+10	Lane IV Name: BA+20	Lane V Name: MA	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,400	\$ 8,900 - 1	\$ 9,100	\$ 9,300	\$ 9,700	\$
1	8,650	9,165 - 3	9,375	9,580	9,990	
2	8,995	9,530 - 2	9,750	9,965	10,390	
3	9,445	10,005 - 4	10,240	10,465	10,910	
4	9,825	10,405 - 3	10,650 - 2	10,885 - 1	11,345 - 1	
5	10,120	10,715	10,970 - 2	11,210	11,685	
6	10,320	10,930 - 1	11,190	11,435	11,920	
7	10,525	11,150 - 2	11,415	11,665	12,160	
8	10,735	11,375	11,645 - 1	11,900 - 1	12,405	
9	10,950 - 1	11,605	11,880	12,140	12,655 - 1	
10		11,835 - 1	12,120 - 2	12,385	12,910 - 2	
11				12,635 - 5	13,170 - 0	
12					13,435 - 7	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 10,950	\$ 171,755	\$ 79,125	\$ 85,960	\$ 144,125	\$
FTE Per Lane	1	17	7	7	11	

- A. Total Base Salary Cost (All Lanes) \$ 491,655
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 591,655
- D. Total FTE Teaching Staff (All Lanes) 43
- E. Average Teacher Salary* (C ÷ D) \$ 11,433

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Elmer Prescott Position Supt. Phone (712) 297-7341

Name of School District Rockwell City Community AEA No. 5 Fall 1976 Enrollment 719

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A.+15</u>	Name: <u>M.A.</u>	Name: <u>M.A.+15</u>	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,600 - 1.5	\$ 9,116	\$ 9,804	\$ 10,148	\$	\$
1	8,944 - 2	9,460 - 1	10,148			
2	9,288 - 3	9,804	10,492			
3	9,632 - 3	10,148	10,836			
4	9,976 - 1	10,492	11,180			
5	10,320 - 3	10,836	11,524			
6	10,664 - 2	11,180	11,868			
7	11,008 - 3	11,524	12,212			
8	11,552 - 2	11,868	12,556 - 1			
9	11,696	12,212	12,900 - 1			
10	12,040	12,556 - 1	13,244 - 1			
11	12,384 - 10	12,900 - 3	13,588			
12		13,244 - 3	13,932			
13			14,276 - 6	14,620 - 1		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 329,324	\$ 100,448	\$ 124,356	\$ 14,620	\$	\$
FTE Per Lane	31.5	8	9	1		

- A. Total Base Salary Cost (All Lanes) \$ 568,748
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 568,748
- D. Total FTE Teaching Staff (All Lanes) 49.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,489.86

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dean M. Penney Position Superintendent Phone (619) 854-6196

Name of School District Springville Community AEA No. 10 Fall 1976 Enrollment 748

Increment	Lane I Non-	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>Degree</u>	Name: <u>BA</u>	Name: <u>BA+12</u>	Name: <u>BA+24</u>	Name: <u>MA</u>	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8,800 2	\$ 9,152	\$ 9,504	\$ 9,856	\$
1		9,152 4	9,504	9,856	10,208	
2		9,504 1	9,856	10,208	10,560	
3		9,856 1	10,208	10,560	10,912	
4		10,208 4	10,560 1	10,912	11,265	
5		10,560	10,912	11,265	11,617	1
6		10,912	11,265 1	11,617	11,969	
7		11,265	11,617 1	11,969	12,321	
8		11,617	11,969	12,321	12,673	1
9		11,969 2	12,321	12,673 1	13,025	
10	10,000 2	12,321	12,673 1	13,025 4	13,377	
11		12,673 6	13,025	13,377 5	13,729	
12					14,081	
13					14,433 2	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$20,000	\$214,376	\$ 85,542	\$ 79,558	\$ 53,156	\$
FTE Per Lane	2	20	8	6	4	

- A. Total Base Salary Cost (All Lanes) \$ 452,632
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 452,632
- D. Total FTE Teaching Staff (All Lanes) 40
- E. Average Teacher Salary* (C ÷ D) \$ 11,314

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting L.A. Simester Position Sup't Phone (319) 822-4295

Name of School District Dunkerton Community AEA No. 7 Fall 1976 Enrollment 742

Increment	Lane I Name: <u>90 Hrs</u>	Lane II Name: <u>110 Hrs</u>	Lane III Name: <u>B.A.</u>	Lane IV Name: <u>BA + 7</u>	Lane V Name: <u>BA + 15</u>	Lane VI Name: <u>BA + 23</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8225	\$ 8625	\$ 9025	\$ 9125	\$ 9225	\$ 9325
1	8533	8948	9363	9467	9571	9675
2	8841	9271	9701	9809	9917	10025
3	9129	9594	10039	10151	10263	10375
4	9457	9917	10377	10493	10609	10725
5	9765	10240	10715	10835	10955	11075
6	10073	10563	11053	11177	11301	11425
7	10381	10886	11391	11519	11647	11775
8	10689	11209	11729	11861	11993	12125
9	10997	11532	12067	12203	12339	12475
10	11305	11855	12405	12545	12685	12825
11		12178	12743	12887	13031	13175
12			13081	13229	13377	13525
13			13419	13571	13723	13875
14				13913	14069	14225
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 21,994	\$ _____	\$ 144,602	\$ 176,205	\$ 10,609	\$ 11,075
FTE Per Lane	2		14	15	1	1

Increment	LANE VII Name: <u>BA + 30</u>	LANE VIII Name: <u>MA</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9425	\$ 9525	\$ _____	\$ _____	\$ _____	\$ _____
1	9778	9882				
2	10131	10239				
3	10484	10596				
4	10837	10953				
5	11190	11310				
6	11543	11667				
7	11896	12024				
8	12249	12381				
9	12602	12738				
10	12955	13095				
11	13308	13452				
12	13661	13809				
13	14014	14166				
14	14367	14523				
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 13,661	\$ 64,404	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	1	5				

A. Total Base Salary Cost (All Lanes)	\$ 442,550
B. Career Increments/Longevity (Total Costs)	\$ _____
C. Total Salary Schedule Costs (A + B)	\$ 442,550
D. Total FTE Teaching Staff (All Lanes)	39
E. Average Teacher Salary* (C ÷ D)	\$ 11,347

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. E. Burmeister Position Supt. Phone (319) 426-5209

Name of School District Valley Community School Dist. AEA No. 1 Fall 1976 Enrollment 742

Increment	Lane I Name: <u>85%/BA</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+12</u>	Lane IV Name: <u>BA+24</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7480	\$ 8,800 - 2	\$ 9,064	\$ 9,240	\$ 9,504	\$
1	7667	9,126 - 1	9,418	9,610	9,894 - 1	
2	7854	9,452 - 1	9,772	9,980	10,284	
3	8041	9,778 - 3	10,126 - 1	10,350	10,574	
4	8228	10,104 - 1	10,480	10,720 - 1	11,064	
5	8415	10,430 - 1	10,834	11,090	11,454	
6	8602	10,756 - 4	11,188	11,460	11,844	
7	8789	11,082 - 1	11,542	11,830	12,234 - 1	
8	8976	11,408	11,896	12,200	12,624	
9	9163	11,734	12,250 - 1	12,570	13,014 - 1	
10	9350	12,060 - 3	12,604	12,940	13,404	
11	9537	12,386 - 1	12,958	13,310	13,794	
12		12,712 - 1	13,312	13,680	14,184	
13		13,038 - 14	13,666 - 2	14,050 - 1	14,574 - 3	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ _____	\$ 315,024	\$ 49,708	\$ 24,770	\$ 78,864	\$ _____
FTE Per Lane		27.5	4	2	6	

- A. Total Base Salary Cost (All Lanes) \$ 468,366
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 468,366
- D. Total FTE Teaching Staff (All Lanes) 39.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,857

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John E. Schwiebert Position Superintendent Phone (319) 849-1102

Name of School District Center Point Consolidated AEA No. X Fall 1976 Enrollment 738

Increment	Lane I Name: <u>60</u>	Lane II Name: <u>75</u>	Lane III Name: <u>90</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA+12</u>	Lane VI Name: <u>BA+24</u>	Lane VII Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$ 9150 1.5	\$ 9516	\$ 9882	\$ 10248
1				9516 1.0	9882	10248	10614
2				9882 2.0	10248 3.0	10614 1.0	10980
3				10340 2.0	10706	11072	11438
4				10706 1.0	11072 1.0	11438 1.0	11804
5				11072 2.0	11438 2.67	11804 1.0	12170
6				11346 2.0	11712 1.0	12078 1.0	12444
7				11621 3.0	11987 2.0	12353	12719
8				11895	12261	12627	12993
9	7973 1.0		9744 1.0	12261 1.0	12627	12993	13359
10			10065	12536	12902 1.0	13268	13634
11			10165 1.0	12810	13176	13542	13908
12				13085	13451	13817	14183
13					13601 1.0	13967 2.0	14333 1.0
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 7973	\$ 0	\$ 19909	\$ 166351	\$ 134541	\$ 74868	\$ 14333
FTE Per Lane	1.0	0	2.0	15.5	11.67	6.0	1.0

- A. Total Base Salary Cost (All Lanes) \$ 417975
- B. Career Increments/Longevity (Total Costs) \$ -0-
- C. Total Salary Schedule Costs (A + B) \$ 417975
- D. Total FTE Teaching Staff (All Lanes) 37.17
- E. Average Teacher Salary* (C ÷ D) \$ 11244

* Excluding supplemental, extended contracts, Title I Teachers, Nurses, Sp.Ed. Pool Teacher

Name of Person Reporting PAUL L. BJORKGREN Position SUPERINTENDENT Phone (712) 653-3771

Name of School District MANNING COMMUNITY AEA No. 11 Fall 1976 Enrollment 734

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: BA + 36 or MA	Lane IV Name: MA + 15	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,700 5.6	\$ 8,950	\$ 9,500	\$ 9,900	\$	\$
1	9,048 4	9,308	9,880	10,296		
2	9,396 3	9,666	10,260 1	10,692		
3	9,744 5	10,024	10,640	11,088		
4	10,092 7	10,382	11,020	11,484		
5	10,440 1	10,740	11,400	11,880		
6	10,788	11,098	11,780 1	12,276		
7	11,136 1	11,456 2	12,160 2	12,672		
8	11,484 1	11,814	12,540 1	13,068		
9	11,832 1	12,172	12,920	13,464		
10	12,180	12,530	13,300 1	13,860		
11	12,528 6	12,888	13,680	14,256		
12		13,246 3	14,060	14,652		
13			14,440 1	15,048		
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 252,524	\$ 62,650	\$ 86,510	\$	\$	\$
FTE Per Lane	34.6	5	7			

- A. Total Base Salary Cost (All Lanes) \$ 501,814
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 501,814
- D. Total FTE Teaching Staff (All Lanes) 46.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,768.54

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting L. Eugene Evans Position Supt. Phone (712) 644-2250

Name of School District Logan-Magnolia Community AEA No. 13 Fall 1976 Enrollment 731

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: MA	Lane IV Name: MA + 15	Lane V Name: MA + 30	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700 7	\$ 9048 1	\$ 9396	\$ 9774	\$ 10092	\$
1	9070 3	9433	9889	10256	10622	
2	9440 2	9818 1	10382 .5	10768	11152	
3	9810 1	10203	10875	11280	11682	
4	10180 1	10588 1	11368	11792	12212	
5	10550 1	10973	11861	12304	12742	
6	10920 2	11358	12354	12816	13272	
7	11290 1	11745 1	12847	13328	13802	
8	11660	12128 2	13340	13840	14332	
9	12030	12513 3	13833 .5	14352	14862	
10	12400 2	12898 2	14326 1	14864	15392	
11		13283 7	14819	15376	15922	
12			15312 3	15888	16452	
13				16400 1	16982	
14					17512 1	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 195,460	\$ 221,769	\$ 45,936	\$ 16,400	\$ 17,512	\$
FTE Per Lane	20	18	5	1	1	

- A. Total Base Salary Cost (All Lanes) \$ 497,077
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 497,077
- D. Total FTE Teaching Staff (All Lanes) 45
- E. Average Teacher Salary* (C ÷ D) \$ 11,046

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Harley Merritt Position Supt. Phone (515) 747-3521

Name of School District Guthrie Center Community AEA No. XI Fall 1976 Enrollment 727

Increment	Lane I Name: 60-89	Lane II Name: 90-104	Lane III Name: 105-BA	Lane IV Name: BA	Lane V Name: BA + 15	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7445	\$ 7960	\$ 8195	\$ 8775 - 2	\$ 9025	\$ 9475
1	7550	8070	8345	9043 - 1	9298 - 1	9754
2	7665	8180	8495	9311	9571 - 1	10033
3	7760	8290	8645	9579 - 1	9844 - 2	10312 - 1
4	7865	8400	8795	9847 - 4.5	10117 - 2	10591
5	7970	8510	8945	10115 - 1	10390	10870
6	8080 - 1	8625	9100	10413 - 1	10693	11179
7		8740 - 1	9255	10686 - 4	10971	11463
8			9410 - 1	10959 - 1	11249 - 1	11747
9				11232 - 2	11527	12031
10				11505 - 2	11805	12315
11				11783 - 1	12058	12604 - 1
12				12086 - 6	12396 - 2	12912 - 3
13						13207 - 1
14						13496 - 2
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8080	\$ 8740	\$ 9,410	\$ 20,448.3	\$24,832	\$101,869
FTE Per Lane	1	1	1	26.5	9	8

- A. Total Base Salary Cost (All Lanes) \$ 507,419
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 507,419
- D. Total FTE Teaching Staff (All Lanes) 46.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,912

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting J. H. Halterman Position Supt. Phone (712) 845-4629

Name of School District Laurens-Marathon Community AEA No. 5 Fall 1976 Enrollment 727

Increment	Lane I Name: B.A.	Lane II Name: B.A.+15	Lane III Name: M.A.	Lane IV Name: M.A.+ 15	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,850- 3	\$ 9,050	\$ 9,650	\$ 9,850	\$	\$
1	9,181- 3	9,381	10,026	10,226		
2	9,512- 2	9,712	10,402	10,602		
3	9,843- 3.5	10,043	10,778	10,978		
4	10,174- 4	10,374	11,154	11,354		
5	10,505- 8	10,705- 1	11,530	11,730		
6	10,836- 2	11,036	11,906	12,106		
7	11,146- 1.5	11,346	12,282- 1	12,482		
8	11,456- 1	11,656- .5	12,636	12,836		
9	11,766- 2	11,966	12,990	13,190		
10	12,076-10	12,276- 1	13,344	13,544		
11		12,586- 1	13,698	13,898		
12		12,896	14,052- 1	14,252		
13			14,406- 1	14,606		
14			14,760	14,960		
15				15,314		
16				15,668		
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$427,713	\$41,550	\$40,740	\$	\$	\$
FTE Per Lane	40	3.5	3			

- A. Total Base Salary Cost (All Lanes) \$ 510,003.00
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 510,003.00
- D. Total FTE Teaching Staff (All Lanes) 46.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,968.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Alfred Greene Position Superintendent Phone (712) 284-1010

Name of School District Alta Community AEA No. 5 Fall 1976 Enrollment 721

Increment	Lane I Name: <u>93 Hrs.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA + 15</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 16</u>	Lane VI Name: <u>MA + 30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,480	\$ 8,800 - 1	\$ 9,152	\$ 9,504	\$ 9,856	\$ 10,208
1	7,744	9,152 - 2	9,504 - 1	9,856	10,208	10,560
2	8,008	9,504 - 2	9,856	10,208	10,560	10,912
3	8,272	9,900 - 3	10,252	10,604	10,956	11,308
4	8,536	10,340 - 4	10,692	11,044 - 1	11,396	11,748
5	8,800	10,736 - 3	11,088	11,440	11,792	12,144
6	9,064	11,088	11,440 - 1	11,792	12,144	12,496
7	9,328	11,440 - 1	11,792	12,144	12,496	12,848
8	9,592 - 1	11,792 - 1	12,144	12,496	12,848	13,200
9		12,144	12,496 - 1	12,848 - 2	13,200	13,552
10		12,496 - 4	12,848 - 4	13,200	13,552	13,904
11				13,552	13,904	14,256
12				13,904 - 1	14,256 - 2	14,608
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9,592	\$ 222,596	\$ 84,832	\$ 50,644	\$ 28,512	\$
FTE Per Lane		1	21	7	4	2

- A. Total Base Salary Cost (All Lanes) \$ 396,176
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 396,176
- D. Total FTE Teaching Staff (All Lanes) 35
- E. Average Teacher Salary* (C ÷ D) \$ 11,319

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Alfred Greene Position Superintendent Phone (712) 284-1010

Name of School District Alta Community School AEA No. 5 Fall 1976 Enrollment 721

Increment	Lane I Name: <u>93 Hrs.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA + 15</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 16</u>	Lane VI Name: <u>MA + 30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,480	\$ 8,800 - 1	\$ 9,152	\$ 9,504	\$ 9,856	\$ 10,208
1	7,744	9,152 - 2	9,504 - 1	9,856	10,208	10,560
2	8,008	9,504 - 2	9,856	10,208	10,560	10,912
3	8,272	9,900 - 3	10,252	10,604	10,956	11,308
4	8,536	10,340 - 4	10,692	11,044 - 1	11,396	11,748
5	8,800	10,736 - 3	11,088	11,440	11,792	12,144
6	9,064	11,088	11,440 - 1	11,792	12,144	12,496
7	9,328	11,440 - 1	11,792	12,144	12,496	12,848
8	9,592 - 1	11,792 - 1	12,144	12,496	12,848	13,200
9		12,144	12,496 - 1	12,848 - 2	13,200	13,552
10		12,496 - 4	12,848 - 4	13,200	13,552	13,904
11				13,552	13,904	14,256
12				13,904 - 1	14,256 - 2	14,608
13						
14						
15						
16						
17						
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21						
22						
23						
24						
Salary Cost Per Lane	\$ 9,592	\$ 222,596	\$ 84,832	\$ 50,644	\$ 28,512	\$
FTE Per Lane		1	21	7	4	2

- A. Total Base Salary Cost (All Lanes) \$ 396,176
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 396,176
- D. Total FTE Teaching Staff (All Lanes) 35
- E. Average Teacher Salary* (C ÷ D) \$ 11,319

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Sandy Hansen Position Secretary Phone (319) 682-3425

Name of School District East Central Community School AEA No. 9 Fall 1976 Enrollment 721

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA+12</u>	Name: <u>BA+24</u>	Name: <u>BA+11</u>	Name: <u>BA+15</u>	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,300 - 2	\$ 9,650	\$ 10,000	\$ 10,350	\$ 10,700	\$
1	9,650 - 7	10,000	10,350	10,700	11,050	
2	10,000 - 7	10,350	10,700	11,050	11,400	
3	10,350 - 9	10,700	11,050	11,400 - 1	11,750	
4	10,700 - 2	11,050	11,400 - 1	11,750	12,100	
5	11,050 - 3	11,400	11,750	12,100	12,450	
6	11,400 - 2	11,750	12,100	12,450 - 1	12,800	
7	11,750	12,100	12,450	12,800 - 1	13,150	
8	12,100 - 1	12,450	12,800	13,150	13,500	
9	12,450	12,800	13,150	13,500	13,850	
10	12,800	13,150	13,500	13,850 - 1	14,200	
11	13,150	13,500 - 3	13,850	14,200	14,550	
12						
13						
14						
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21						
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23						
24						
Salary Cost Per Lane	\$ <u>338,850</u>	\$ <u>40,500</u>	\$ <u>11,400</u>	\$ <u>50,500</u>	\$ _____	\$ _____
FTE Per Lane	<u>33</u>	<u>3</u>	<u>1</u>	<u>4</u>	<u>0</u>	<u>_____</u>

- A. Total Base Salary Cost (All Lanes) \$ 441,250
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 441,250
- D. Total FTE Teaching Staff (All Lanes) 41
- E. Average Teacher Salary* (C ÷ D) \$ 10,762

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Everett Hidlebaugh Position Supt. Phone (319) 989-2552

Name of School District Dike Community AEA No. 7 Fall 1976 Enrollment 717

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>A 90hrs</u>	Name: <u>B</u>	Name: <u>C</u>	Name: <u>D</u>	Name: <u>E</u>	Name: <u>F</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,080 -	\$ 8,850 - 2	\$ 9,204 -	\$ 9,558 -	\$ 9,912 -	\$ 10,266 -
1	7,434 -	9,204 - 1/2	9,558 -	9,912 -	10,266 -	10,620 -
2	7,788 -	9,558 - 2	9,912 -	10,266 -	10,620 -	10,974 -
3	8,142 -	9,912 - 1	10,266 -	10,620 -	10,974 - 1	11,328 -
4	8,496 -	10,266 - 1	10,620 -	10,974 - 2	11,328 - 1	11,682 -
5	8,850 -	10,620 -	10,974 - 1	11,328 - 1	11,682 - 1	12,036 -
6	9,204 -	10,974 - 4.4	11,328 -	11,682 -	12,036 - 1	12,390 -
7	9,558 - 2	11,328 - 1	11,682 - 1	12,036 -	12,390 - 3	12,744 -
8		11,682 - 1	12,036 -	12,390 -	12,744 -	13,098 - 1
9		12,036 -	12,390 -	12,744 -	13,098 -	13,452 -
10		12,390 - 1	12,744 -	13,098 -	13,452 -	13,806 -
11			13,098 - 1	13,452 -	13,806 - 1	14,160 -
12				13,806 - 4	14,160 -	14,514 -
13					14,514 -	14,868 -
14					14,868 - 4.67	15,222 -
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>19,166</u>	\$ <u>145,494</u>	\$ <u>35,754</u>	\$ <u>88,500</u>	\$ <u>166,469.50</u>	\$ <u>13,098</u>
FTE Per Lane	<u>2</u>	<u>13.9</u>	<u>3</u>	<u>7</u>	<u>12.7</u>	<u>1</u>

- A. Total Base Salary Cost (All Lanes) \$ 468,430.50
- B. Career Increments/Longevity (Total Costs) \$ 150.00
- C. Total Salary Schedule Costs (A + B) \$ 468,580.50
- D. Total FTE Teaching Staff (All Lanes) 39.6
- E. Average Teacher Salary* (C ÷ D) \$ 11,833.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Wendell Johnson Position Supt. Phone (712) 464-7210

Name of School District Lake City Comm. AEA No. 5 Fall 1976 Enrollment 708

Increment	Lane I Name: <u>90</u>	Lane II Name: <u>105</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA +15</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA + 15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6375	\$ 6800	\$ 8500 - 3	\$ 8840	\$ 9350	\$ 9605
1	6545	6970	8840 - 4	9180	9690	9945
2	6715	7140	9180 - 2	9520	10,030	10,285
3	6885 - 1	7310	9520 - 3	9860 - 1	10,370	10,625
4	7055	7480	9860 - 2	10,200	10,753	11,008
5	7225	7650	10,200- 1	10,583	11,135	11,390
6	7395	7820	10,540- 1	10,965	11,518	11,773
7	7565	7990 - .5	10,880- 1.5	11,348	11,900 - 1	12,155
8		8160	11,220- 1	11,730	12,283	12,538
9			11,560- 2	12,113	12,665 - 1	12,920
10			11,900- 9	12,495 - 2	13,048 - 1	13,303
11				12,835	13,388	13,643
12				13,175 - 2	13,728 - 3	13,983
13				13,515 - 1	14,068	14,323
14					14,408 - 3	14,663 - 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 6885	\$ 3995	\$ 306,000	\$ 74,715	\$ 122,021	\$ 14,663
FTE Per Lane	1	0.5	29.5	6	9	1

- A. Total Base Salary Cost (All Lanes) \$ 528,279
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 528,279
- D. Total FTE Teaching Staff (All Lanes) 47
- E. Average Teacher Salary* (C ÷ D) \$ 11,239.98

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert Bahl Position Supt. Phone (712) 378-2861

Name of School District Kingsley-Pierson AEA No. 12 Fall 1976 Enrollment 707

Increment	Lane I Name: <u>105 hr.</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+10</u>	Lane IV Name: <u>BA+20</u>	Lane VBA+30 Name: <u>or MA</u>	Lane VI Name: <u>MA+10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7180	\$ 8650 - 1	\$ 8996	\$ 9342	\$ 9688	\$ 10034
1	7395	8996 - 2	9342 - 1	9688	10034	10380
2	7610	9342 - 3	9688	10034	10380	10726
3	7825	9688 - 1	10034	10380 - 1	10726	11072
4	8040	10034	10384	10726	11072	11418
5	8220	10294 - 4	10640 - 1	10988	11332	11678
6	8400	10554 - 2	10900 - 2	11246	11592	11938
7	8580	10814	11160	11506 - 1	11852	12198
8		11074 - 1	11420	11766	12112	12458
9	8760 - 1	11334	11680	12026	12372	12718
10		11594	11940 - 1	12286	12632	12978
11		11854 - 3	12200	12546	12892 - 1	13238 - 1
12			12460 - 9	12806 - 3	13152	13498
13					13412 - 6	13758 - 1
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8760	\$ 173276	\$ 165862	\$ 60304	\$ 93364	\$ 26996
FTE Per Lane	1	17	14	5	7	2

- A. Total Base Salary Cost (All Lanes) \$ 528,562
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 528,562
- D. Total FTE Teaching Staff (All Lanes) 46
- E. Average Teacher Salary* (C ÷ D) \$ 11,490.47

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marvin Anderson Position Superintendent Phone (712) 338-4824

Name of School District Milford Community AEA No. 3 Fall 1976 Enrollment 703

Increment	Lane I Name: <u>105</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+10</u>	Lane IV Name: <u>BA+20</u>	Lane V Name: <u>BA+30</u>	Lane VI Name: <u>MA</u>	Lane VII Name: <u>MA+1</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7040	\$ 8800	\$ 9065	\$ 9330	\$ 9590	\$ 9855	\$ 10120
1	7390	9150	9415	9680	9945	10210	10470
2	7745	9505	9770	10030	10295	10560	10825
3	8095	9855	10120	10385	10650	10910	11175
4	8450	10210	10470	10735	11000	11265	11530
5	8800	10560	10825	11090	11350	11615	11880
6	9150	10910	11175	11440	11705	11970	12230
7	9505	11265	11530	11790	12055	12320	12585
8	9855	11615	11880	12145	12410	12670	12935
9	10210	11970	12230	12495	12760	13205	13290
10		12320	12585	12850	13110	13375	13640
11		12670	12935	13200	13465	13730	13990
12	10510			13550	13815	14080	14345
13				13905	14170	14430	14695
14		12970	13235			14785	15050
15						15135	15400
16				14205	14470		---
17							---
18						15435	15700
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$10510	\$220485	\$93557	\$46536	\$14470	\$87997	\$0
FTE Per Lane	1	20.5	7.6	3.6	1	6.5	

- A. Total Base Salary Cost (All Lanes) \$ 473555
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 473555
- D. Total FTE Teaching Staff (All Lanes) 40.2
- E. Average Teacher Salary* (C ÷ D) \$ 11780

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Ralph K. Gibson Position Sup't Phone (319) 256-3415

Name of School District WACO Community AEA No. 16 Fall 1976 Enrollment 702

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+12</u>	Lane III Name: <u>BA+24</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+20</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700	\$ 9135	\$ 9570	\$ 10005	\$ 10440	\$
1	9048	9483	9918	10353	10788	
2	9396	9831	10266	10701	11136	
3	9744	10179	10614	11049	11484	
4	10092	10527	10962	11397	11832	
5	10440	10875	11310	11745	12180	
6	10788	11223	11656	12093	12528	
7	11136	11571	12006	12441	12876	
8	11484	11919	12354	12789	13224	
9	11832	12267	12702	13137	13572	
10	12180	12615	13050	13485	13920	
11		12963	13398	13833	14268	
12			13746	14181	14616	
13				14529	14964	
14					15312	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 151693	\$ 174522	\$ 114662	\$ 90315	\$	\$
FTE Per Lane	15.3	14.0	9.0	6.7		

- A. Total Base Salary Cost (All Lanes) \$ 531,192
- B. Career Increments/Longevity (Total Costs) \$ -----
- C. Total Salary Schedule Costs (A + B) \$ 531,192
- D. Total FTE Teaching Staff (All Lanes) 45.0
- E. Average Teacher Salary* (C ÷ D) \$ 11,804

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Mary L. Hansen Position Board Secretary Phone (515) 749-5371

Name of School District Nora Springs-Rock Falls AEA No. 2 Fall 1976 Enrollment 699

Increment	Lane I Name: 120 Hrs	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7800	\$ 8800 - 4	\$ 9100	\$ 9600	\$ 9900	\$
1	8152	9152	9464	9984	10296	
2	8504	9504 - 1	9828 - 1	10368	10692	
3	8856	9856 - 1.5	10192 - 2.5	10752	11088	
4	9296	10296 - 1	10647 - 1.5	11232	11583	
5	9736	10736	11132 - 2	11712	12078	
6	10176	11176	11557	12192	12573	
7	10528 - 1	11528 - 4	11921	12576	12969	
8		11880 - 1	12285 - 2	12960	13365	
9		12232	12649	13344	13761	
10		12584 - 1	13013	13728	14157	
11			13377 - 10	14112	14553	
12				14496 - 2	14949 - 2	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 10,528	\$ 140,360	\$ 231,823	\$ 28,992	\$ 29,898	\$
FTE Per Lane	1	13.5	19	2	2	

- A. Total Base Salary Cost (All Lanes) \$ 441,601
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 441,601
- D. Total FTE Teaching Staff (All Lanes) 37.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,776

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Kenneth Stokes Position Superintendent Phone (319) 345-2712

Name of School District Reinbeck Community AEA No. 7 Fall 1976 Enrollment 699

Increment	Lane I Name: 110 Hrs	Lane II Name: BA	Lane III Name: BA+8	Lane IV Name: BA+15	Lane V Name: BA+24	Lane VI Name: BA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,277	\$ 8,900 - 1	\$ 9,078	\$ 9,256	\$ 9,434	\$ 9,612
1	8,455	9,256 - 5	9,434 - 1	9,612	9,790	9,897
2	8,633	9,612 - 3	9,790 - 1	9,968	10,146	10,324
3	8,811	10,057 - .5	10,235 - 3	10,413	10,591	10,680
4	8,989	10,502	10,680 - 1.5	10,858	11,036	11,392
5	9,167	10,858	11,036 - 3	11,214	11,392	11,481
6	9,345	11,214 - 1	11,392	11,570	11,748 - 1	11,926
7	9,523	11,570 - 1	11,748	11,926	12,104	12,193
8	9,701	11,926	12,104 - 1	12,282	12,460	12,638 - 1
9	9,879 - 1	12,193 - 3	12,371	12,549	12,727 - 1	12,816
10			12,638 - 3	12,816	12,994	13,172
11				13,083 - 2	13,261	13,350
12					13,528 - 3	13,617
13						
14						
15						
16						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9,879	\$ 148,408	\$ 149,075	\$ 26,166	\$ 65,059	\$ 12,638
FTE Per Lane	1	14.5	13.5	2	5	1

Increment	LANE VII Name: MA	LANE VIII Name: MA+15	LANE IX Name: MA+30	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,701	\$ 10,057	\$ 10,413	\$	\$	\$
1	10,057	10,413	10,769			
2	10,413	10,769	11,125			
3	10,858	11,214	11,570			
4	11,303	11,659	12,015			
5	11,659	12,015	12,371			
6	12,015	12,371	12,727			
7	12,371	12,727	13,083			
8	12,727 - 1	13,083	13,439			
9	12,994 - 1	13,350	13,706			
10	13,261	13,617	13,973			
11	13,528 - 1	13,884	14,240			
12	13,795	14,151	14,507			
13	14,062	14,418	14,774			
14						
15						
16						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 39,249	\$	\$	\$	\$	\$
FTE Per Lane	3					

- A. Total Base Salary Cost (All Lanes) \$ 450,474
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 450,474
- D. Total FTE Teaching Staff (All Lanes) 40
- E. Average Teacher Salary* (C ÷ D) \$ 11,262

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting F.M. Hartung Position Superintendent Phone (319)367-5414

Name of School District New London Community AEA No. 16 Fall 1976 Enrollment 696

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+10</u>	Lane III Name: <u>BA+20</u>	Lane IV Name: <u>MA</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,000 2	\$ 9,360 1	\$ 9,720	\$ 10,170	\$	\$
1	9,360 2	9,720	10,080	10,530		
2	9,720 3	10,080 1	10,440	10,890		
3	10,080 2	10,440 1	10,800 1	11,250		
4	10,440 1	10,800 1	11,160	11,610		
5	10,800 1	11,160 2	11,520	11,970		
6	11,160 1.5	11,520 3	11,880	12,330 .6		
7	11,520 1	11,880 1	12,240	12,690 1		
8	11,880 1	12,240 2	12,600	13,050		
9		12,600	12,960 1	13,410		
10		12,960 3.5	13,320 1	13,770 1		
11			13,680 2	14,130 1		
12				14,490 2		
13						
14						
15						
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20						
21						
22						
23						
24						
	Salary Cost Per Lane \$ 147,420	\$ 179,280	\$ 64,440	\$ 76,968	\$ _____	\$ _____
	FTE Per Lane 14.5	15.5	5	5.6		

A. Total Base Salary Cost (All Lanes)	\$ 468,108
B. Career Increments/Longevity (Total Costs)	\$ _____
C. Total Salary Schedule Costs (A + B)	\$ 468,108
D. Total FTE Teaching Staff (All Lanes)	40.6
E. Average Teacher Salary* (C ÷ D)	\$ 11,530

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles B. Liston Position Supt. Phone (319) 476-5200

Name of School District Dysart-Geneeo Comm. Sch. AEA No. 7 Fall 1976 Enrollment 692

Increment	Lane I Name: <u>60</u>	Lane II Name: <u>90</u>	Lane III Name: <u>110</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>+10</u>	Lane VI Name: <u>+20</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6300	\$ 7140	\$ 7560	\$ 8400	\$ 8652	\$ 8904
1	6552	7392	7812	8736	8988	9240
2	6804	7644	8064	9072	9324	9576
3	7056	7896	8316	9408	9660	9912
4	7308	8148	8568	9744	9996	10248
5	7560	8400	8820	10080	10332	10584
6	7812	8652	9072	10416	10668	10920
7	8064	8904	9324	10752	11004	11256
8	8232	9156	9576	11088	11340	11592
9	8400	9408	9828	11424	11676	11928
10		9576	9996	11760	12012	12264
11				12096	12348	12600
12						12936
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ <u>9576</u>	\$ <u>19,572</u>	\$ <u>237,504</u>	\$ <u>49,392</u>	\$ <u>34,440</u>
FTE Per Lane		<u>1</u>	<u>2</u>	<u>23 1/7</u>	<u>4</u>	<u>3</u>

Salary Cost Per Lane
FTE Per Lane

Increment	LANE VII Name: <u>+30</u>	LANE VIII Name: <u>MA</u>	LANE IX Name: <u>+10</u>	LANE X Name: <u>+20</u>	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9156	\$ 9576	\$ 9828	\$ 10080		
1	9422	9912	10164	10416		
2	9828	10248	10500	10752		
3	10584	10584	10836	11088		
4	10500	10920	11172	11424		
5	10836	11256	11508	11760		
6	11172	11592	11844	12096		
7	11508	11928	12180	12432		
8	11844	12264	12516	12768		
9	12180	12600	12852	13104		
10	12516	12936	13188	13440		
11	12852	13272	13524	13776		
12	13188	13608	13860	14112		
13		13944	14196	14448		
14				14784		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>22,344</u>	\$ <u>81,984</u>	\$ <u>28,056</u>	\$ _____	\$ _____	\$ _____
FTE Per Lane	<u>2</u>	<u>6</u>	<u>2</u>			

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 473,292
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 473,292
- D. Total FTE Teaching Staff (All Lanes) 42 1/7
- E. Average Teacher Salary* (C ÷ D) \$ 11,231

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dale Proctor Position Superintendent Phone (319) 945-3358
 Name of School District Lincoln Community AEA No. 10 Fall 1976 Enrollment 689

Increment	Lane I Name: <u>90 hrs</u>	Lane II Name: <u>105 hrs</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA + 10</u>	Lane V Name: <u>BA + 20</u>	Lane VI Name: <u>MA</u>	Lane VII Name: <u>MA + 20</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$ 8,900 2.5	\$ 9,256 0	\$ 9,612 1	\$ 9,968 1	\$ 10324
1			9,256 6	9,612 2	9,968 0	10,324 0	10680
2			9,612 0	9,968 0	10,324 1	10,680 0	11036
3			9,968 2	10,324 0	10,680 2	11,036 0	11392
4			10,324 0	10,680 1	11,036 0	11,392 0	11748
5			10,680 0	11,036 0	11,392 0	11,748 0	12104
6			11,036 0	11,392 0	11,748 0	12,104 1	12460
7			11,392 1	11,748 0	12,104 0	12,460 1	12816
8			11,748 1	12,104 0	12,460 1	12,816 0	13172
9	10,163 0	10,653 0	12,104 1	12,460 0	12,816 1	13,172 0	13528
10	10,502 1	10,991 0	12,460 0	12,816 0	13,172 0	13,528 1	13884
11		11,329 3	12,816 0	13,172 2	13,528 1	13,884 0	14240
12			13,172 2	13,528 0	13,884 0	14,240 0	14596
13			13,528 1	13,884 0	14,240 0	14,596 2	14952
14				14,240 2	14,596 1	14,952 0	15308
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 10,502	\$ 33,987	\$ 168,388	\$ 84,728	\$ 94,696	\$ 77,252	\$ 0
FTE Per Lane	1	3	16.5	7	8	6	0

(Note: We have a VII Lane (MA +20) but do not have any teachers in it this year)

- A. Total Base Salary Cost (All Lanes) \$ 469,553
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 469,553
- D. Total FTE Teaching Staff (All Lanes) 41.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,315

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Nick R. Hulst Position Superintendent Phone (712) 476-2125
 Name of School District Rock Valley Community AEA No. 4 Fall 1976 Enrollment 687.2

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800. - 3	\$ 9240.	\$ 9416.	\$ 9680.	\$ 9944.	\$
1	9108. - 3	9578.	9767.	10,048.	10,330.	
2	9416. - 3.5	9915.	10,119.	10,417.	10,716.	
3	9724. - 8	10,253. - 1	10,470.	10,786.	11,102.	
4	10,033. - 2	10,591. - 1	10,821.	11,154.	11,488.	
5	10,341. - 2	10,928. - 1	11,172.	11,523.	11,875.	
6	10,649.	11,266. - 1	11,524.	11,891. - 1	12,261.	
7	10,957. - 1	11,604.	11,875.	12,260.	12,647.	
8	11,266. - 1	11,941. - 1	12,226.	12,628.	13,033.	
9	11,574.	12,279.	12,578.	12,997.	13,419.	
10	11,882. - 1	12,617.	12,929.	13,365. - 1	13,805.	
11		12,954. - 1	13,280.	13,736. - 1	14,191.	
12		13,292. - 5	13,631.	14,102. - 4	14,577.	
13						
14						
15						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 239,333.	\$ 134,393.	\$	\$ 95,400.	\$	\$
FTE Per Lane	24.5	11	0	7	0	

- A. Total Base Salary Cost (All Lanes) \$ 469,126.
- B. Career Increments/Longevity (Total Costs) \$ 2,634.
- C. Total Salary Schedule Costs (A + B) \$ 471,760.
- D. Total FTE Teaching Staff (All Lanes) 42.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,100.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marion A. Romitti Position Superintendent Phone (515) 795-3241

Name of School District Madrid AEA No. XI Fall 1976 Enrollment 681

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+5</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>VA</u>	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,500 (4)	\$ 8,842	\$ 9,095	\$ 9,350	\$	\$
1	8,840 (2)	9,282 (1)	9,504	9,817 (1)		
2	9,180 (5.5)	9,682	9,913	10,284		
3	9,520 (8)	10,082 (4)	10,322	10,751 (2)		
4	9,860 (3.5)	10,482	10,731	11,218		
5	10,200 (1)	10,882 (1)	11,140	11,685		
6	10,540 (2)	11,282 (1)	11,549	12,152		
7	10,880	11,682	11,958	12,619 (2)		
8	11,220 (1)	12,082	12,367	13,086		
9	11,560 (2)	12,482 (1)	12,776	13,553		
10		12,882 (4)	13,185	14,020		
11			13,594	14,487		
12				14,954		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 278,460.	\$ 135,784.	\$ 0	\$ 56,557	\$	\$
FTE Per Lane	29	12	0	5		

- A. Total Base Salary Cost (All Lanes) \$ 470,801
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 470,801
- D. Total FTE Teaching Staff (All Lanes) 46
- E. Average Teacher Salary* (C ÷ D) \$ 10,234

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Craig L. Anderson Position Superintendent Phone (712) 439-2771

Name of School District Boyd-Hull Community AEA No. IV Fall 1976 Enrollment 672

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A. 10</u>	Lane III Name: <u>B.A. 20</u>	Lane IV Name: <u>B.A. 30</u>	Lane V Name: <u>M.A.</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,450 1	\$ 8,704	\$ 8,957	\$ 9,211	\$ 9,464	\$
1	8,788 3.5	9,052 1	9,315	9,579	9,843	
2	9,126 2	9,400 1	9,674	9,948	10,221	
3	9,549 1	9,836 1	10,121	10,408	10,694	
4	9,971 3	10,271 1	10,569	10,869	11,168	
5	10,394 2	10,706	11,017	11,330	11,641	
6	10,732	11,141	11,465 1	11,790	12,114	
7	11,070 1	11,489	11,913	12,251	12,587 .5	
8	11,408 1	11,837	12,271	12,711	13,060 1	
9	11,746	12,186	12,629	13,080	13,534	
10	12,084	12,534	12,988	13,448	13,912 1	
11	12,422 3	12,882	13,346	13,817	14,291 1	
12		13,230 4	13,704	14,185	14,669	
13			14,062 3	14,553	15,048 1	
14				14,922 4	15,426	
15					15,805 1	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 177,454	\$ 91,479	\$ 53,651	\$ 59,688	\$ 78,409	\$
FTE Per Lane	17.5	8.0	4.0	4.0	5.5	

- A. Total Base Salary Cost (All Lanes) \$ 460,681
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 460,681
- D. Total FTE Teaching Staff (All Lanes) 39.0
- E. Average Teacher Salary* (C ÷ D) \$ 11,812

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Catherine Hull Position Board Secretary Phone (712) 6472440

Name of School District Woodbine Community AEA No. 13 Fall 1976 Enrollment 670

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA + 15	Name: BA + 30	Name: MA	Name: MA + 15	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,650	\$ 8,862	\$ 9,075	\$ 9,287	\$ 9,500	\$
1	8,909	9,150	9,393	9,635	9,880	
2	9,177	9,447	9,722	9,997	10,275	
3	9,452	9,754	10,062	10,371	10,686	
4	9,736	10,071	10,414	10,760	11,114	
5	10,028	10,399	10,778	11,164	11,558	
6	10,329	10,737	11,155	11,583	12,021	
7	10,638	11,086	11,546	12,017	12,501	
8	10,958	11,446	11,950	14,468	13,001	
9	11,286	11,818	12,368	12,935	13,521	
10	11,625	12,202	12,801	13,420	14,062	
11	11,974	12,599	13,249	13,923	14,625	
12		13,008	13,713	14,445	15,210	
13			14,193	14,987	15,818	
14				15,549	16,451	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$169,718	\$179,706	\$ 63,771	\$ 55,616	\$ 12,501	\$
FTE Per Lane	17.5	14.5	5	4	1	

- A. Total Base Salary Cost (All Lanes) \$ 481,312
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 481,312
- D. Total FTE Teaching Staff (All Lanes) 42
- E. Average Teacher Salary* (C ÷ D) \$ 11,460

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert A. Smith Position Supt. Phone (712) 646-2991

Name of School District WEST HARRISON AEA No. 13 Fall 1976 Enrollment 665

Increment	Lane I Name: <u>75 HRS.</u>	Lane II Name: <u>90 HRS.</u>	Lane III Name: <u>105 HRS.</u>	Lane IV Name: <u>120 HRS.</u>	Lane V Name: <u>BA</u>	Lane VI Name: <u>BA + 15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7300	\$ 7600	\$ 7900	\$ 8200	\$ 8800 - 4	\$ 9100 - 1
1	7500	7800	8100	8400	9100 - 2	9425 - 1
2	7700	8000	8300	8600	9400 - 5	9750
3	7900	8200	8500	8800	9700 - 3	10075
4	8100	8400	8700	9000	10000 - 3	10400
5	8300	8600	8900	9200	10300 - 1	10725
6		8800 - 1	9100	9400	10600 - 1	11050
7					10900 - 1	11375 - 1
8					11200 - 2	11700
9					11500 - 5	12025
10						12350
11						12675 - 5
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 0	\$ 8,800	\$ 0	\$ 0	\$ 271,200	\$ 93,275
FTE Per Lane	0	1	0	0	27	8

Increment	LANE VII Name: <u>BA + 30</u>	LANE VIII Name: <u>MA</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9400	\$ 9700	\$	\$	\$	\$
1	9750	10075				
2	10100	10450				
3	10450	10825				
4	10800	11200				
5	11150	11575				
6	11500	11950				
7	11850	12325				
8	12200	12700				
9	12550	13075 - 1				
10	12900	13450				
11	13250 - 3	13825				
12	13600 - 2	14200				
13		14575				
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 66,950	\$ 13,075	\$	\$	\$	\$
FTE Per Lane	5	1				

- A. Total Base Salary Cost (All Lanes) \$ 453,300
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 453,300
- D. Total FTE Teaching Staff (All Lanes) 42
- E. Average Teacher Salary* (C ÷ D) \$ 10,793

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting James Huelskamp Position Superintendent Phone (319) 752-8747

Name of School District Ind. School District of AEA No. 16 Fall 1976 Enrollment 648

Increment	West Burlington								
	Lane I Name: Non Degree	Lane II Name: BA	Lane III Name: BA+10	Lane IV Name: BA+20	Lane V Name: BA+30	Lane VI Name: MA	Lane VII Name: MA+10		
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff		
0	\$	\$ 8,900	2.5	\$ 9,167	\$ 9,434	\$ 9,701	\$ 9,968	1	\$ 10,235
1		9,256	1	9,523	9,790	10,057	10,324		10,591
2		9,701	1	9,968	10,235	10,502	10,769		11,036
3		10,057	1	10,324	10,591	10,858	11,125	1	11,392
4		10,413		10,680	10,947	11,214	11,481		11,748
5		10,769		11,036	11,303	11,570	11,837		12,104
6	9,621	11,036		11,392	11,659	11,926	12,282	1	12,549
7		11,303	1	11,659	12,015	12,282	12,638		12,905
8		11,481	1	11,926	12,282	12,638	12,994	2	13,261
9		11,748	.5	12,104	12,549	12,905	13,350		13,617
10				12,371	12,727	13,172	13,795		14,062
11					12,994	13,350	14,151		14,418
12						13,617	14,507	1	14,774
13							14,863	6	15,130
14									15,575
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
Salary Cost Per Lane	\$ 9,621	\$ 79,922		\$ 96,298	\$ 100,570	\$ 13,617	\$ 148,541		\$ 12,104
FTE Per Lane	1.0	8.0		8.0	8.0	1.0	11.0		

- A. Total Base Salary Cost (All Lanes) \$ 460,673
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 460,673
- D. Total FTE Teaching Staff (All Lanes) 38
- E. Average Teacher Salary* (C ÷ D) \$ 12,117

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Jon W. Mitts Position Supt. Phone (712) 376-4171

Name of School District Marcus Community AEA No. 4 Fall 1976 Enrollment 646

Increment	Lane I Name: 3 years	Lane II Name: B.A.	Lane III Name: B.A.+10	Lane IV Name: B.A.+20	Lane V Name: M.A.	Lane VI Name: M.A.+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7900	\$ 9000- 1	\$ 9250	\$ 9500	\$ 10050	\$ 10450
1	8200	9350- 3	9600	9850	10400	10800
2	8500	9700- 3	9950	10200	10750	11150
3	8800	10050- 4	10300	10550	11100	11500
4	9100	10400	10650	10900- 1	11450	11850
5	9400	10750- 1	11000	11250	11800	12200
6	9700	11100	11350	11600	12150	12550
7	10000	11450	11700	11950	12500	12900
8	10300- 2	11800- 2	12050- 1	12300	12850- 1	13250
9		12150	12400	12650	13200	13600
10		12500- 6	12750	13000- 1	13550- 2	13950
11			13100	13350	13900	14300
12			13450- 3	13700- 1	14250	14650
13				14050	14600	15000
14				14400- 4	14950- 1	15350- 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 20,600	\$ 215,700	\$ 52,400	\$ 95,200	\$ 54,900	\$ 15,350
FTE Per Lane	2	20	4	7	4	1

- A. Total Base Salary Cost (All Lanes) \$ 454,150
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 454,150
- D. Total FTE Teaching Staff (All Lanes) 39
- E. Average Teacher Salary* (C ÷ D) \$ 11,951

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting William J. Garner Position Superintendent Phone (319) 346-1012

Name of School District Parkersburg Community School AEA No. 7 Fall 1976 Enrollment 640

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 12</u>	Lane III Name: <u>BA + 24</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 12</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9000 - 2	\$ 9300	\$ 9600	\$ 9950	\$ 10300	\$
1	9270 - 2.5	9580	9890	10250	10610	
2	9540 - 1.5	9860	10180	10550	10920	
3	9810 - 4	10140	10470 - 1	10850	11230	
4	10080 - 3	10420 - 1	10760	11150	11540	
5	10350 - 4	10700 - 1	11050	11450 - 1	11850	
6	10620 - 1	10980	11340 - 1	11750 - 1	12160	
7	10890 - 1	11260	11630	12050	12470	
8	11160 - .5	11540	11920	12350 - 1	12780	
9	11430 - 1	11820	12210 - 1	12650	13090	
10		12100 - 3	12500	12950	13400	
11			12790 - 1.5	13250	13710	
12				13550	14020	
13					14330 - 1	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 204885	\$ 57420	\$ 53205	\$ 35550	\$ 14330	\$
FTE Per Lane	20.5	5	4.5	3	1	

- A. Total Base Salary Cost (All Lanes) \$ 365390
- B. Career Increments/Longevity (Total Costs) \$ -
- C. Total Salary Schedule Costs (A + B) \$ 365390
- D. Total FTE Teaching Staff (All Lanes) 34
- E. Average Teacher Salary* (C ÷ D) \$ 10746

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Maurice McDonald Position Supt. Phone (319) 488-2292

Name of School District Midland Community AEA No. 10 Fall 1976 Enrollment 636

Increment	Lane I Name: <u>60 Hrs.</u>	Lane II Name: <u>75 Hrs.</u>	Lane III Name: <u>90 Hrs.</u>	Lane IV Name: <u>105 Hrs.</u>	Lane V Name: <u>BA</u>	Lane VI Name: <u>BA +12</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,200	\$ 7,600	\$ 8,000	\$ 8,400	\$ 8,800 -5	\$ 9,200
1	7,470	7,870	8,270	8,670	9,100 -6	9,500
2	7,740	8,140	8,540	8,940	9,400 -1	9,800 -1
3	8,010	8,410	8,810	9,210	9,700 -3	10,100
4	8,280	8,680	9,080	9,480	10,000 -1	10,400
5	8,550	8,950	9,350	9,750	10,300 -2	10,700
6	8,820 - 2	9,220	9,620	10,020	10,600 -3	11,000 -2
7		9,490 -1	9,890	10,290	10,900 -2	11,300
8			10,160	10,560	11,200 -1	11,600
9				10,830	11,500	11,900
10					11,800 -5	12,200
11						12,500 -1
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$17,640	\$9,490	\$	\$	\$291,500	\$44,300
FTE Per Lane	2	1			29	4

Salary Cost Per Lane
FTE Per Lane

Increment	LANE VII Name: <u>BA +24</u>	LANE VIII Name: <u>MA</u>	LANE IX Name: <u>MA +15</u>	LANE X Name: <u>MA +30</u>	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,600	\$10,000	\$ 10,400	\$10,800	\$	\$
1	9,900	10,300	10,700	11,100		
2	10,200	10,600	11,000	11,400		
3	10,500	10,900	11,300	11,700		
4	10,800	11,200	11,600	12,000		
5	11,100	11,500	11,900	12,300		
6	11,400	11,800	12,200	12,600		
7	11,700	12,100	12,500	12,900		
8	12,000	12,400	12,800	13,200		
9	12,300	12,700	13,100	13,500		
10	12,600	13,000	13,400	13,800		
11	12,900	13,300	13,700	14,100		
12	13,200 -3	13,600	14,000	14,400		
13		13,900 -1	14,300 -.5	14,700		
14			14,600	15,000		
15				15,300 -1		
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$39,600	\$13,900	\$7,150	\$15,300	\$	\$
FTE Per Lane	3	1	.5	1		

Salary Cost Per Lane
FTE Per Lane

A. Total Base Salary Cost (All Lanes)	\$ 438,800
B. Career Increments/Longevity (Total Costs)	\$.00
C. Total Salary Schedule Costs (A + B)	\$ 438,800
D. Total FTE Teaching Staff (All Lanes)	41.5
E. Average Teacher Salary* (C ÷ D)	\$ 10,575

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert Raymer Position Supt. Phone (319) 987-2581

Name of School District Janesville Consolidated School AEA No. 7 Fall 1976 Enrollment 633

Increment	Lane I Name: 90 hour	Lane II Name: 105 hr.	Lane III Name: BA	Lane IV Name: BA+15	Lane V Name: BA+30	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7565	\$ 8190	\$ 8900 - 6	\$ 9255	\$ 9610	\$ 9970
1	7870	8520	9255	9625	9995	10370
2	8175	8850	9610	9995	10380	10770
3	8480	9180	9965	10365 - 1	10765	11170
4	8785	9510	10320 - 2	10735	11150	11570
5	9090	9840	10675 - 2	11105 - 4	11535	11970
6	9395	10170	11030 - 2	11475 - 1	11920	12370
7	9700	10500	11385 - 1	11845 - 1	12305	12770
8	10005	10830	11740 - 1	12215	12690 - 2	13170
9	10310	11160	12095	12585	13075	13570
10	10615 - 1	11490 - 1	12450 - 1	12955 - 1	13460	13970
11		11820	12805 - 1	13325	13845	14370
12			13160 - 2	13695	14230	14770
13				14065 - 4	14615	15170
14					15000	15570 - 1
15						15970
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$10,615	\$11,490	\$192,213	\$147,320	\$25,380	\$15,570
FTE Per Lane	1	1	18	12	2	1

A. Total Base Salary Cost (All Lanes) \$402,588
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$402,588
 D. Total FTE Teaching Staff (All Lanes) 34.5
 E. Average Teacher Salary* (C ÷ D) \$11,669.22

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting V.L. Schwenk Position Supt. Phone (615) 232-3740

Name of School District Gilbert Community AEA No. 11 Fall 1976 Enrollment 631

Increment	Lane I Name: BA	Lane II Name: BA +10	Lane III Name: BA +20	Lane IV Name: MA	Lane V Name: MA +15	Lane VI Name: MA +30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800 - 2.5	\$ 9152	\$ 9504	\$ 10560	\$ 11000	\$ 11440
1	9152 - 2	9504 - .5	9856	10912	11352	11792
2	9504 - 6	9856	10208	11264	11704	12144
3	9856 - 4	10208 - 1	10560 - 1	11616	12056	12496
4	10208 - 2	10560	10912	11968	12408	12848
5	10560 - 2	10912 - 2	11264	12320 - 2	12760	13200
6	10912	11264 - 2	11616 - 1	12672	13112	13552
7	11264 - 1	11616	11968	13024 - 1.5	13464	13904 - 1
8	11616 - 1	11968	12320	13376 - 1	13816	14256
9	11968	12320 - 1	12672	13728 - 1	14168	14608
10	12320	12672 - 1	13024	14080	14520	14960
11	12672 - 1	13024	13376	14432	14872	15312
12				14784 - 1	15224	15664
13						16016
14						
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23						
Salary Cost Per Lane	\$213,840	\$84,304	\$22,176	\$86,064		\$13,904
FTE Per Lane	21.5	7.5	2	6.5		1

A. Total Base Salary Cost (All Lanes) \$420,288
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$420,288
 D. Total FTE Teaching Staff (All Lanes) 38.5
 E. Average Teacher Salary* (C ÷ D) \$10,916

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Leroy Kivett Position Superintendent Phone (515)479-2838

Name of School District LDF Community AEA No. 6 Fall 1976 Enrollment 630

Increment	Lane I Name: <u>105</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA +15</u>	Lane IV Name: <u>MA</u>	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8300	\$ 9100 -1	\$ 9400	\$ 9800		
1	8475	9350 -3	9660	10075		
2	8650	9600 -5	9920	10350	-1	
3	8825	9850 1.6	10180 -1	10625	-1	
4	9000	10100 -2	10440	10900		
5	9175	10350 -3	10700 -1	11175		
6	9350	10600	10960	11450		
7	9525	10850	11220	11725		
8	9700	11100	11480	12000		
9	9875 -1	11350 -5	11740	12275	-1	
10		11600	12000 -2	12550		
11		11850 -11	12260	12825		
12			12520	13100	-1	
13			12780 -5	13375	-2	
14				13650		
15				13925	-2	
16						
17						
18						
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21						
22						
23						
24						
Salary Cost Per Lane	\$ 9875	\$ 244,985	\$ 51,270	\$ 100,950	\$	\$
FTE Per Lane	1.0	22.6	4.5	8.0		

- A. Total Base Salary Cost (All Lanes) \$ 407,080
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 407,080
- D. Total FTE Teaching Staff (All Lanes) 16.1
- E. Average Teacher Salary* (C ÷ D) \$ 11,276.4

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles E. Eskra Position Supt. Phone (712)568 2616

Name of School District Akron Community Schools AEA No. XII Fall 1976 Enrollment 627

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>BA+30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name: <u>MA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 - 2	\$ 9075 - 1	\$ 9350 -	\$ 9900	\$10175	\$ 10450
1	8700 - 2	9175 - 1	9450	10000	10275	10550
2	8900 - 2	9375	9650	10200	10475	10750
3	9150 - 2	9625 - 2	9900	10450 - 1	10725	11000
4	9470 - 3	9945	10220	10800	11075	11350
5	9790 - 3	10265	10540	11150 - 1	11425	11700
6	10110 - 0	10615	10890	11500	11775	12050
7	10430 - 1	10965 - 1	11240	11850	12125	12400
8	10750	11315 1.6	11590	12200	12525	12750
9	11070 - 1	11665	11940	12550	12925	13100
10	11390 - 2	12015	12340	12900	13325	13500
11	11730	12365	12740 - 1	13250	13725	13900
12	1		- 1	13650 - 1	14175	14300
13				14100	14625	14700
14		- 1		- 1	- 1	
15	3	* - 1	- .5	- 2	- 1	
16					- 1	
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$219,680	\$77,802	\$31,850	\$77,850	\$43,875	\$.00
FTE Per Lane	22	7.6	2.5	6	3	

- A. Total Base Salary Cost (All Lanes) \$ 450,757
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 450,757
- D. Total FTE Teaching Staff (All Lanes) 41.1
- E. Average Teacher Salary* (C ÷ D) \$ 10,967

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Johnny Smith Position Supt. Phone (712) 482-6212
 Name of School District Oakland Community AEA No. 13 Fall 1976 Enrollment 626

Increment	Lane I Name: 90 Hrs.	Lane II Name: 105 Hrs.	Lane III Name: BA	Lane IV Name: BA+15	Lane V Name: MA(NF)	Lane VI Name: MA	LANE VII Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6880.00	\$ 7310.00	\$ 8600.00 - 4	\$ 9030.00 - 1	\$ 9245.00	\$ 9460.00	\$ 9890.00
1	7120.80	7565.85	8901.00 - 3	9346.05	9568.58	9791.10	10236.15
2	7361.60	7821.70	9202.00 - 3	9662.10	9892.16	10122.20	10582.30
3	7636.80	8114.10	9546.00 - 3	10023.30	10261.96	10500.60	10977.90
4	7912.00	8406.50	9890.00	10384.50	10631.76	10879.00	11373.50
5	8221.60	8735.45	10277.00 - 2½	10790.85	11047.79	11304.70	11818.55 - 1
6	8531.20	9064.40	10664.00 - 4	11197.20 - 1	11463.82	11730.40	12263.60
7	8875.20	9429.90 - 2	11094.00 - 2	11648.70	11926.07	12203.40	12758.10
8		9795.40 - 2	11524.00 - 1	12100.20	12388.32	12676.40	13252.60
9			11954.00 - 3	12551.70	12850.57	13149.40	13747.10
10			12384.00 - 2	13003.20 - ½	13312.82	13622.40	14241.60
11				13454.70 - 1	13775.07	14095.40 - 1	14736.10
12							
13							
14							
15							
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19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ none	\$ 38,450.60	\$280,037.50	\$ 40,197.90	\$ none	\$ 14,095.40	\$11,818.55
FTE Per Lane	0	4	27.5	3.5	0	1	1

- A. Total Base Salary Cost (All Lanes) \$ 384,599.95
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 384,599.95
- D. Total FTE Teaching Staff (All Lanes) 37
- E. Average Teacher Salary* (C ÷ D) \$ 10,394.59

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting _____ Position _____ Phone () _____
 Name of School District Hartley Community AEA No. 4 Fall 1976 Enrollment 625(75-76)

Increment	Lane I Less Name: than BA	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 5950	\$ 8500 -1	\$ 8840	\$ 9520	\$ 9860	\$
1	6188	8840 -1	9180 -1	9860	10200	
2	6426	9180	9520	10200	10540	
3	6664	9520 -4	9860	10540	10880	
4	6902	9860 -1	10200	10880	11220	
5	7140	10200 -2	10540 -1	11220	11560	
6	7378	10540	10880	11560	11900 -1	
7	7616	10880	11220 -1	11900	12240	
8	7854	11220	11560	12240	12580	
9	8092	11560 -2	11900	12580	12920	
10	8330	11900 -1	12240 -1	12920 -1	13260	
11	8479	12240 -1	12580	13260	13600	
12	8628 -1	12580 -2	12920 -4	13600	13940 -1	
13		12793	13260	13940 -1	14280	
14		13005 -3	13472 -2	14280	14620 -1	
15			13685 -1	14493 -2	14833 -1	
16				14705 -1	15045 -1	
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8628	\$ 197115	\$135489	\$ 70551	\$ 70338	\$
FTE Per Lane	1	18	11	5	5	

- A. Total Base Salary Cost (All Lanes) \$ 473493
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 473493
- D. Total FTE Teaching Staff (All Lanes) 40
- E. Average Teacher Salary* (C ÷ D) \$ 11837

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gene E. Fokken, Ph.D. Position Supt. Phone (515) 366-2819

Name of School District Beaman-Conrad-Liscomb Comm. AEA No. VI Fall 1976 Enrollment 622

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,600 - 1	\$ 8,944	\$ 9,288	\$ 9,632 - 1	\$	\$
1	8,944 - 2.5	9,302 - 1	9,660	10,017		
2	9,288 - 2.5	9,660	10,031	10,403		
3	9,632 - 0	10,017	10,403	10,788 - 1		
4	9,976 - 2	10,375	10,774	11,173		
5	10,320 - 2	10,733	11,146	11,558		
6	10,707 - 1	11,135	11,564	11,992		
7	11,094 - 1	11,538 - 1	11,982	12,425		
8	11,481 - 2	11,940	12,399	12,859		
9	11,868 - 0	12,343 - 1	12,817 - 1	13,292 - 1		
10	12,255 - 0	12,745	13,235	13,726		
11	12,427 - 0	12,924	13,421	13,918 - 2		
12	12,599 - 1	13,103 - 1	13,607	14,111		
13	12,771 - 0	13,282	13,793 - 1	14,304 - 1		
14	12,943 - 0	13,461 - 5	13,978 - 1.5	14,496 - 1		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 152,134	\$ 113,591	\$ 47,577	\$ 90,348	\$	\$
FTE Per Lane	15	9	3.5	7		

A. Total Base Salary Cost (All Lanes) \$ 412,361
 B. Career Increments/Longevity (Total Costs) \$ -
 C. Total Salary Schedule Costs (A + B) \$ 412,361
 D. Total FTE Teaching Staff (All Lanes) 35.5
 E. Average Teacher Salary* (C ÷ D) \$ 11,615

Excludes supplemental, extended contracts, Title I teachers, Nurses, Resource Teacher.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gordon Ohm Position Supt. Phone (712) 343-6304

Name of School District AvoHa Community AEA No. 13 Fall 1976 Enrollment 616

Increment	Lane I Name: 60 hr.	Lane II Name: 90 hr.	Lane III Name: B. A.	Lane IV Name: BA +12	Lane V Name: BA +24	Lane VI Name: M A:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6536	\$ 6880	\$ 8600 - 1	\$ 9030	\$ 9460	\$ 9890
1	6794	7138	9030 - 2	9460	9890	10320
2	7052	7396	9460 - 5.5	9890	10320	10750
3	7310	7654	9890 - 1	10320	10750	11180
4	7568	7912	10320 - 3	10750	11180	11610
5	7826	8170	10750 - 1	11180	11610	12040 - 1
6	8084	8428	11180 - 1	11610	12040	12470 - 1
7	8342 - 1	8686	11610 - 1	12040 - 1	12470	12900
8		8944	12040	12470	12900	13330
9		9202	12470	12900	13330	13760 - 1
10		9460 - 1	12900 - 3	13330	13760 - 1	14190
11				13760 - 3	14190 - 1	14620
12					14620 - 2	15050
13						15480 - 3
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8342	\$ 9460	\$ 191,780	\$ 53,320	\$ 57,190	\$ 84,710
FTE Per Lane	1	1	18.5	4	4	6

A. Total Base Salary Cost (All Lanes) \$404,802
 B. Career Increments/Longevity (Total Costs) \$ -
 C. Total Salary Schedule Costs (A + B) \$404,802
 D. Total FTE Teaching Staff (All Lanes) 34.5
 E. Average Teacher Salary* (C ÷ D) \$ 11,733

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting George Starcevic Position Superintendent Phone (712)684-2207
Pre-Kindergarten 29
 Name of School District Coon Rapids Community AEA No. 11 Fall 1976 Enrollment 614

Increment	Lane I Name: 90 Hrs.	Lane II Name: BA	Lane III Name: BA+10	Lane IV Name: BA+20	Lane V Name: MA	Lane VI Name: MA+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7560	\$ 8400 3	\$ 8820 1	\$ 9240	\$ 9660	\$
1	7938	8820 3	9261	9702	10143	
2	8316	9240 1	9702 1	10164	10626 1	
3	8694	9660 3	10143	10626	11109 1	
4	9072	10080 1	10584	11088	11592 1	
5	9450 1	10500	11025	11550 1	12075 1	
6		10920	11466	12012	12558 1	
7		11340	11907	12474	13041	
8		11760	12348	12936	13524	
9		12180 1	12789 10	13398	14007 1	
10				13860 4	14490 1	
11					14973 1	
12						
13						
14						
15						
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18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 9450	\$ 112,140	\$ 146,412	\$ 66,990	\$ 101,430	\$
FTE Per Lane	1	12	12	5	8	

- A. Total Base Salary Cost (All Lanes) \$ 436,422
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 436,422
- D. Total FTE Teaching Staff (All Lanes) 38
- E. Average Teacher Salary* (C ÷ D) \$ 11,485

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting DR. JAMES MEIBORG Position SUPT. Phone (319) 664-3634
 Name of School District ENGLISH VALLEYS COMMUNITY AEA No. 10 Fall 1976 Enrollment 611

Increment	Lane I Name: B.A.	Lane II Name: B.A.+15	Lane III Name: B.A.+24	Lane IV Name: M.A.	Lane V Name: M.A.+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8900.	\$ 9345.	\$ 9567.	\$ 9790.	\$ 10235.	\$
1	9256	9719	9950	10181	10644	
2	9701 - 5	10186	10428	10671	11156	
3	10057 - 4.5	10560	10811	11062	11565	
4	10413 - 1	10934	11194	11453 - 2	11974	
5	10858 - 1	11401	11672	11943	12486	
6	11214 - 2	11775 - 1	12055	12334 - 1	12895	
7	11570 - 2	12149	12438	12725	13304	
8	11926 - 3	12523	12821	13116 - 1	13713	
9	12282 - 3	12897 - 1	13204	13507	14122	
10		13271	13587	13898	14531	
11		13634 - 3	13970 - 2	14289 - 1	14940 - 1	
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 213,904.	\$ 65,607.	\$ 27,940.	\$ 62,645.	\$ 14,940.	\$
FTE Per Lane	21.5	5.	2.	5.	1.	

- A. Total Base Salary Cost (All Lanes) \$ 385,036.
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 385,036.
- D. Total FTE Teaching Staff (All Lanes) 34.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,160.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting PAUL GRUMLEY Position SUPT Phone (515) 823-5523

Name of School District GREENE COMMUNITY AEA No. 2 Fall 1976 Enrollment 601

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 HR</u>	Name: <u>B.A.</u>	Name: <u>BA + 10</u>	Name: <u>BA + 20</u>	Name: <u>MA</u>	Name: <u>MA + 15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8145	\$ 9050 5.6	\$ 9412	\$ 9774	\$ 10408	\$ 10770
1	8430	9367	9741	10116	10772	11147
2	8715	9684 1.75	10071 2	10458 1	11137	11524
3	9082	10091	10494	10898	11605 1	12009
4	9448	10498 2.57	10918	11338	12073	12493
5	9815	10905 1	11341	11778	12542	12978
6	10181	11313	11765 1	12218 1	13010	13463
7	10431	11720	12189	12657	13478	13947
8	10681	12127	12612	13097	13947	14432
9	10931 3	12534	13036 1	13537	14415	14916
10		12942 4	13459 4	13977 7	14883	15401
11					15352	15886
12					15820 3	16370 2
13						
14						
15						
16						
17						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>32,793</u>	\$ <u>157,280</u>	\$ <u>98,779</u>	\$ <u>120,515</u>	\$ <u>59,065</u>	\$ <u>32,740</u>
FTE Per Lane	<u>3</u>	<u>14.92</u>	<u>8</u>	<u>9</u>	<u>4</u>	<u>2</u>

- A. Total Base Salary Cost (All Lanes) \$ 501,172
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 501,172
- D. Total FTE Teaching Staff (All Lanes) 40.92
- E. Average Teacher Salary* (C ÷ D) \$ 12,248

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Lynn Hansen Position Supt. Phone (319) 944-7791

Name of School District Clarence-Lowden AEA No. 10 Fall 1976 Enrollment 599

Increment	Lane I Name: <u>50-75</u>	Lane II Name: <u>76-100</u>	Lane III Name: <u>101BA</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA+12</u>	Lane VI Name: <u>BA+24</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,283	\$ 7,180	\$ 8,078	\$ 8,975 -4.7	\$ 9,334	\$ 9,693
1	6,642	7,539	8,437	9,334 -1	9,693-2	10,052
2	7,001	7,898	8,796	9,693 -1	10,052	10,411-1
3	7,360	8,257	9,155	10,052 -3	10,411	10,770
4	7,719	8,616	9,514	10,411 -3	10,770	11,129
5	8,078	8,975	9,873	10,770 -4	11,129	11,488
6	8,437	9,334	10,232	11,129	11,488-1	11,847
7	8,796-1	9,693	10,591	11,488	11,847	12,206
8		10,052-1	10,950	11,847	12,206-1	12,565
9			11,309-2	12,206	12,565	12,924-1
10				12,565-4	12,924-1	13,613
11					13,283-3.5	13,642-2
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 8,796	\$ 10,052	\$ 22,618	\$ 214,966	\$ 65,876	\$ 50,619
FTE Per Lane	1	1	2	20	8.5	4

Increment	LANE VII Name: _____	LANE VIII Name: _____	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10,052-1	\$ 10,411	\$ 10,770	\$	\$	\$
1	10,411	10,770	11,129			
2	10,770	11,129	11,488			
3	11,129	11,488	11,847			
4	11,488	11,847	12,206			
5	11,847	12,206	12,465			
6	12,206	12,565	12,924			
7	12,565-1	12,924	13,283			
8	12,924-1	13,283	13,642			
9	13,283	13,642	14,001			
10	13,642	14,001	14,360			
11	14,001-1	14,360	14,719			
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 49,542	\$	\$	\$	\$	\$
FTE Per Lane	4					

- A. Total Base Salary Cost (All Lanes) \$ 422,469
- B. Career Increments/Longevity (Total Costs) 0
- C. Total Salary Schedule Costs (A + B) \$ 422,469
- D. Total FTE Teaching Staff (All Lanes) 41.2
- E. Average Teacher Salary* (C ÷ D) \$ 10,254

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Russel E. Stern Position Superintendent Phone (319) 647-2161
 Name of School District HLV Community School AEA No. X Fall 1976 Enrollment 591

Increment	Lane I Name: <u>90 hrs.</u>	Lane II Name: <u>105 hrs.</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA+12</u>	Lane V Name: <u>BA+24</u>	Lane VI Name: <u>BA+32</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7612	\$ 8316	\$ 8800 - 1	\$ 9152	\$ 9504	\$ 9680
1	7876	8580	9152 - 7	9504	9856	10032
2	8140	8844	9504 - 1	9856	10208	10384
3	8404	9108	9856 - 1.4	10208 - 1	10560	10736
4	8668	9372	10208 - 2	10560	10912	11088
5	8932	9636	10560 - 1	10912 - 1	11264	11440
6	9196	9900	10912 - 1	11264	11616	11792
7	9460 - 1	10164	11264 - 1	11616	11968	12144
8	9724	10428	11616 - 1	11968	12320	12496
9		10692 - 1	11968	12320	12672	12848
10			12276	12628	12980	13156
11			12584 - 3	12936	13288 - 1	13464
12				13244 - 2	13596	13772
13					13904 - 1	14080
14					14212	14388 - 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	\$ 9460	\$ 10692	\$ 235206	\$ 59400	\$ 27192	\$ 14388
FTE Per Lane	1	1	22.9	5	2	1

Salary Cost Per Lane
FTE Per Lane

Increment	LANE VII Name: <u>MA</u>	LANE VIII Name: <u>MA+8</u>	LANE IX Name: <u>MA+16</u>	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9856	\$ 10032	\$ 10208	\$	\$	\$
1	10208 - 1	10384	10560			
2	10560	10736	10912			
3	10912	11088	11264			
4	11264	11440	11616			
5	11616	11792	11968			
6	11968	12144	12320			
7	12320	12496	12672			
8	12672	12848	13024			
9	13024 - 1	13200	13376			
10	13332 - .67	13508	13684			
11	13640	13816	13992			
12	13948	14124	14300			
13	14256	14432	14608			
14	14564 - 1	14740	14916			
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	\$ 46684	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	3.67					

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 403022
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 403022
- D. Total FTE Teaching Staff (All Lanes) 36.57
- E. Average Teacher Salary* (C ÷ D) \$ 11021

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting ROBERT JACKSON Position Supt. Phone (712) 642-5323

Name of School District Dunlap Community School AEA No. 13 Fall 1976 Enrollment 591

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA-15</u>	Lane III Name: <u>NA</u>	Lane IV Name: <u>NA-17</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 2700- 1	\$ 2048	\$ 2410	\$ 2705	\$	\$
1	2961- 4	2319	2629- 2	10079		
2	3230- 2	2590	2902	10381		
3	3507- 1	2837- 1	10281- 1	10692		
4	3792- 1	10183- 1	10539	11013		
5	10035- 2	10438- 1	10967	11343		
6	10337- 4	10803	11234	11663		
7	10673	11127	11571- 1	12033		
8	11019	11461- 1	11913	12394		
9	11350	11804- 1	12275- 1	12766		
10	11670	12158	12643- 1	13149		
11	12040- 2	12523	13022	13543		
12	12401- 3	12899- 2	13413	13949		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 2700	\$ 2048	\$ 2410	\$ 2705	\$	\$
FTE Per Lane	1.00	1.00	1.00	1.00		

- A. Total Base Salary Cost (All Lanes) \$ 251,004
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 251,004
- D. Total FTE Teaching Staff (All Lanes) 32
- E. Average Teacher Salary* (C ÷ D) \$ 10,637

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. J. Helin Position Supt Phone (515) 877-2521

Name of School District Mormon Trail AEA No. 14 Fall 1976 Enrollment 586

Increment	Lane I Name: _____	Lane II Name: _____	Lane III Name: _____	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$	\$	\$	\$	\$
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ _____
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 345,063
- D. Total FTE Teaching Staff (All Lanes) 33
- E. Average Teacher Salary* (C ÷ D) \$ 10,456.45

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Ronald E. Bickford Position Superintendent Phone (319) 292-4223

Name of School District Danville Community School AEA No. 16 Fall 1976 Enrollment 536

Increment	Lane I Name: <u>MA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>MA</u>	Lane IV Name: <u>MA+15</u>	Lane V Name: <u>MA+30</u>	Lane VI Name: <u></u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8000	\$ 8000	\$ 8044	\$ 10640	\$ 11352	\$
1	8152	8200	10200	11600	11704	
2	8304	10022	10644	11652	12056	
3	8456	10224	11000	11704	12408	
4	10200	10226	11352	12056	12760	
5	10560	11022	11704	12408	13112	
6	10912	11440	12056	12760	13464	
7	11264	11722	12408	13112	13816	
8	11616	12144	12760	13464	14168	
9	11968	12406	13112	13816	14520	
10	12320	12822	13464	14168	14872	
11		13200	13816	14520	15224	
12			14168	14872	15576	
13				15224	15928	
14					16280	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 271,392	\$ 55,440	\$ 54,208	\$ 15,220	\$	\$
FTE Per Lane		26	4	1		

- A. Total Base Salary Cost (All Lanes) \$ 406,120
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 406,120
- D. Total FTE Teaching Staff (All Lanes) 36
- E. Average Teacher Salary* (C ÷ D) \$ 11,281

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Donald L. Gries Position Supt. Phone (712) 678-3325

Name of School District Charter Oak-Ute AEA No. 12 Fall 1976 Enrollment 581

Increment	Lane I Name: <u>60 Hrs.</u>	Lane II Name: <u>90 Hrs.</u>	Lane III Name: <u>105 Hrs.</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA+15</u>	Lane VI Name: <u>BA+30</u>	Lane VII Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7000	\$ 7600	\$ 7800	\$ 8600- 1	\$ 8800	\$ 9000	\$ 9200
1	7100	7700	7900	8825- 4	9025	9225	9425
2	7200	7800	8000	9050- 2	9250	9450	9650
3	7300	7900	8100	9275- 3	9475	9675	9875
4	7400	8000	8200	9500- 1	9700	9900	10100
5	7500	8100	8300	9725	9925	10125	10325
6	7600- 1	8200	8400	9950- 1	10150	10350	10550
7		8300	8500	10175	10375	10575	10775- 1
8		8400- 1	8600- 2	10400- 1	10600	10800	11000
9				10625- 5	10825	11025	11225
10				10850- 1	11050	11250	11450
11				11075- 5	11275- 2	11475	11675
12						11700	11900
13							12125
14							12350- 5.5
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 7600	\$ 8400	\$ 17200	\$ 239025	\$ 22550	\$	\$ 78700
FTE Per Lane	1	1	2	24	2	0	6.5

- A. Total Base Salary Cost (All Lanes) \$ 373,475
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 373,475
- D. Total FTE Teaching Staff (All Lanes) 36.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,232

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Clair R. Swan Position Supt. Phone (615) 822-3233

Name of School District Rockwell-Swaledale AEA No. 2 Fall 1976 Enrollment 578

Increment	Lane I Name: B.A.	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: M.A.	Lane V Name: MA+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8650-3	\$ 8900	\$ 9150	\$ 9400	\$ 9800	\$
1	8996-2	9256	9516	9776	10192	
2	9342-5	9612-1	9882	10152	10584	
3	9688-5	9968	10248	10528	10976	
4	10034-1.35	10324-1	10614-1	10904	11368	
5	10380-1	10680-2	10980	11280-1	11760	
6	10726	11036-1	11346-1	11656	12152	
7	11072-1	11392-2.24	11712	12032	12544	
8	11418	11748	12078	12408	12936	
9	11764	12104	12444	12784	13328	
10	12110	12460	12810	13160	13720	
11	12456	12816	13176-.7	13536	14112	
12		13172-3	13542	13912	14504	
13			13908-4	14288	14896	
14					15288	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 174,090	\$ 118,429	\$ 86,815	\$ 11,280	\$	\$
FTE Per Lane	18.35	10.24	6.70	1		

A. Total Base Salary Cost (All Lanes) \$300,614
 B. Career Increments/Longevity (Total Costs) \$ -0-
 C. Total Salary Schedule Costs (A + B) \$300,614
 D. Total FTE Teaching Staff (All Lanes) 36.29
 E. Average Teacher Salary* (C ÷ D) \$10,764.68

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting David Anctil Position Supt. Phone (615) 764-2466

Name of School District Martensdale-St. Marys Comm AEA No. 11 Fall 1976 Enrollment 578

Increment	Lane I Name: 120	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: BA+30	Lane V Name: MA	Lane VI Name: MA+15	LANE VII Name: MA + 3
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 - 3	\$ 8600 - 0	\$ 8780	\$ 8960 - 1	\$ 9140	\$ 9320	\$ 9500
1		8900 - 1	9080	9260	9440	9649	9850
2		9200 - 3	9380	9560	9740	9960	10200
3		9500 - 8	9680 - 1	9860	10040	10280	10550
4		9800 - 2	9980	10160	10340	10600	10900
5		10100 - 3	10280 - 1	10460	10640 - 1	10920	11250
6		10400 - 0	10580 - 1	10760	10940	11240	11600
7		10700 - 2	10880	11060	11240	11560	11950
8		11000 -	11180	11360	11540	11880	12300
9		11300	11480 - 2	11660	11840	12200	12650
10		11600	11780	11960	12140 - 3	12520	13000
11		11900 - 1					
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 25800	\$ 204300	\$ 53500	\$ 8960	\$ 47060	\$	\$
FTE Per Lane	3	20	5	1	4		

A. Total Base Salary Cost (All Lanes) \$339,920
 B. Career Increments/Longevity (Total Costs) \$ 300
 C. Total Salary Schedule Costs (A + B) \$339,920
 D. Total FTE Teaching Staff (All Lanes) 33
 E. Average Teacher Salary* (C ÷ D) \$10,300.61

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Joseph N. Dobbins Position Supt. Phone (319) 278-4560

Name of School District Clarksville Community AEA No. 7 Fall 1976 Enrollment 571

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>100 Hrs.</u>	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>MA</u>	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7800	\$ 9000-1.5	\$ 9200	\$ 9500	\$	\$
1	8025	9225- 4	9450	9775		
2	8250	9450- 3	9700- 1	10050		
3	8475	9675- 3	9950- 3	10325		
4	8700	9900- 1	10200- 1	10600		
5	8925	10125	10450	10875		
6	9150	10350	10700	11150		
7	9375- 3	10575- 1	10950	11425		
8		10800	11200	11700		
9		11025	11450	11975		
10		11250	11700- 1	12250		
11		11475	11950	12525		
12		11700	12200	12800		
13		11925	12450	13075		
14		12325-3	12850- 5	13475- 2		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 28,125	\$ 165,225	\$ 123,900	\$ 26,350	\$	\$
FTE Per Lane	3	16.5	11	2		

- A. Total Base Salary Cost (All Lanes) \$ 344,200
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 344,200
- D. Total FTE Teaching Staff (All Lanes) 32.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,570

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard Corrick Position Superintendent Phone (515) 255-2317

Name of School District Panora-Linden AEA No. 11 Fall 1976 Enrollment 570

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA + 15</u>	Name: <u>BA + 30</u>	Name: <u>MA</u>	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700 - 3	\$ 8975	\$ 9250	\$ 9525 - 1	\$	\$
1	8975 - 2	9250	9525	9800		
2	9250 - 3.5	9525	9800	10075		
3	9525 - 2	9800	10075 - .5	10350 - 1		
4	9800 - 1	10075	10350	10625 - 1		
5	10075 - 1	10350 - 1	10625 - 1	10900 - 1		
6	10350	10625	10900	11175		
7	10625 - 1	10900	11175	11450		
8	10900 - 1	11175 - 2	11450	11725		
9	11175	11450	11725	12000		
10	11450 - 1	11725 - 1	12000	12275		
11	11725 - 7	12000 - 2	12275	12550 - 1		
12		12275 - 2	12550	12825		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 230,400	\$ 93,525	\$ 15,662	\$ 53,950	\$	\$
FTE Per Lane	22.5	8.0	1.5	5		

- A. Total Base Salary Cost (All Lanes) \$ 393,537
- B. Career Increments/Longevity (Total Costs) \$ 900
- C. Total Salary Schedule Costs (A + B) \$ 394,437
- D. Total FTE Teaching Staff (All Lanes) 37
- E. Average Teacher Salary* (C ÷ D) \$ 10,660

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Don Brichacek Position Superintendent Phone (712) 762-3238

Name of School District Anita Community Schools AEA No. 13 Fall 1976 Enrollment 565

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 12</u>	Lane III Name: <u>BA + 24</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 12</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,550- 1	\$ 8,807	\$ 9,149	\$ 9,576- 1	\$ 9,918	\$
1	8,807	9,106- 1	9,448- 1	9,918- 1	10,260	
2	9,063- 4.5	9,405- 1	9,747	10,260	10,602	
3	9,405- 1	9,709- 2	10,132- 1	10,688	11,030	
4	9,747	10,175	10,516	11,115	11,457	
5	10,089	10,559	10,901	11,543- 1	11,885	
6	10,431- 2	10,944- 1	11,286	11,970- 1	12,312- .4	
7	10,773- .5	11,329- 2	11,671	12,398	12,740	
8	11,115- 1	11,714- 1	12,056	12,825	12,167	
9	11,457	12,098	12,440	13,253- 1	13,595	
10	11,799- 3	12,483	12,825	13,680- 1	14,022	
11		12,868	13,210	14,108	14,450	
12		13,253- 5	13,595- 1	14,535	14,877	
13				14,963	15,305	
14				15,390	15,732	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>126,412</u>	\$ <u>149,501</u>	\$ <u>33,175</u>	\$ <u>69,940</u>	\$ <u>4,925</u>	\$ _____
FTE Per Lane	<u>13</u>	<u>13</u>	<u>3</u>	<u>6</u>	<u>.4</u>	_____

- A. Total Base Salary Cost (All Lanes) \$ 383,953
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 383,953
- D. Total FTE Teaching Staff (All Lanes) 35.4
- E. Average Teacher Salary* (C ÷ D) \$ 10,846

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Norman K. Blake Position Superintendent Phone (515) 947-2321

Name of School District Melcher-Dallas AEA No. 11 Fall 1976 Enrollment 563

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+12</u>	Lane III Name: <u>BA+24</u>	Lane IV Name: <u>MA</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800 -3	\$ 9,152	\$ 9,504	\$ 9,856	\$	\$
1	9,152 -3	9,518	9,884	10,250		
2	9,504 -3	9,884 -2	10,264 -1	10,644		
3	9,856 -1	10,250	10,644	11,038		
4	10,208 -1	10,616	11,024 -1	11,432		
5	10,560 -3	10,982	11,404	11,826 -1		
6	10,912 -1	11,348	11,784	12,220 -1		
7	11,264 -0	11,714	12,164	12,614 -1		
8	11,616 -1	12,080 -4	12,544 -1	13,008		
9	11,968 -0	12,446	12,924	13,402		
10	12,320 -2	12,812	13,304	13,796		
11	12,672 -1	13,178 -5	13,684 -2	14,190		
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>193,952</u>	\$ <u>133,978</u>	\$ <u>61,200</u>	\$ <u>37,060</u>	\$ _____	\$ _____
FTE Per Lane	<u>19</u>	<u>11</u>	<u>5</u>	<u>3</u>	_____	_____

- A. Total Base Salary Cost (All Lanes) \$ 426,190.00
- B. Career Increments/Longevity (Total Costs) \$ 000,000.00
- C. Total Salary Schedule Costs (A + B) \$ 426,190.00
- D. Total FTE Teaching Staff (All Lanes) 38
- E. Average Teacher Salary* (C ÷ D) \$ 11,215.33

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Roberta G. Dickey Position Board Secretary Phone (712) 826 7932

Name of School District Villisca Community AEA No. 14 Fall 1976 Enrollment 555

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 15</u>	Lane III Name: <u>BA + 30</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA + 15</u>	Lane VI Name: <u>MA + 30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,300 - 3	\$ 8,549	\$ 8,798	\$ 9,130 - 1	\$ 9,545	\$ 9,960
1	8,549 - 1	8,839	9,130	9,545 - 1	10,001	10,458
2	8,798 - 4	9,130 - 1	9,462	9,960	10,458	10,956
3	9,047 - 3	9,420	9,794	10,375 - 1	10,914	11,454
4	9,296 - 1	9,711	10,126	10,790	11,371	11,952
5	9,545	10,001	10,458	11,205	11,827	12,450
6	9,794 - 1	10,292 - 2	10,790	11,620 - 1	12,284 - 2	12,968
7	10,043 - 3	10,582	11,122	12,035	12,740	13,446
8	10,292 - 1	10,873	11,454	12,450	13,197	13,944
9	10,541 - 3	11,163	11,786	12,865	13,653	14,442
10		11,454 - 8	12,118	13,280	14,110	14,940
11			12,450	13,695	14,566	15,438
12				14,110 - 2	15,023	15,936
13					15,479	16,434
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 182,019	\$ 112,652	\$ _____	\$ 67,360	\$ 24,658	\$ _____
FTE Per Lane	20	11		6	2	

- A. Total Base Salary Cost (All Lanes) \$ 386,599
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 386,599
- D. Total FTE Teaching Staff (All Lanes) 39
- E. Average Teacher Salary* (C ÷ D) \$ 9,912

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses
 Note: We only have one teacher beyond the lanes above and he is the Ag teacher - on an extended contract.

Name of Person Reporting Roger H. Davies Position Sup't Phone (515) 898-2291

Name of School District Seymour AEA No. 15 Fall 1976 Enrollment 541

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 12</u>	Lane III Name: <u>BA + 24</u>	Lane IV Name: <u>MA</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 - 5	\$ 8900	\$ 9200	\$ 9500	\$	\$
1	8800 - 2	9100	9400	9700		
2	9000 - 2	9300 - 1	9600	9900		
3	9200	9500	9800	10100		
4	9400 - 1	9700	10000	10300 - 1		
5	9600 - 1	9900 - 1	10200	10500 - 1		
6	9800 - 1	10100	10400	10700		
7	10000 - 1	10300 - 1	10600	10900 - 1		
8	10200	10500	10800	11100		
9	10400 - 1	10700	11000	11300		
10	10600 - 10	10900 - 2	11200	11500		
11	XXXXX	XXXXX	XXXXX	11700 - 3		
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 233,800	\$ 51,300	\$ 0.00	\$ 66,800	\$ _____	\$ _____
FTE Per Lane	24	5	0	6		

- A. Total Base Salary Cost (All Lanes) \$ 351,900
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 351,900
- D. Total FTE Teaching Staff (All Lanes) 35
- E. Average Teacher Salary* (C ÷ D) \$ 10,054

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. W. Bryan Position Supt. Phone (712) 434-2284

Name of School District Aurelia Community AEA No. 12 Fall 1976 Enrollment 541

Increment	Lane I Name: 90-104	Lane II Name: 105+	Lane III Name: BA	Lane IV Name: BA + 15	Lane V Name: MA	Lane VI Name: MA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7052	\$ 7482	\$ 8600 - 2	\$ 9116	\$ 9632	\$ 10148
1	7334	7781	8944 - 2	9481	10017	10554
2	7616	8080	9288 - 3	9846	10402	10960
3	7898	8379	9632 - 2	10211	10787	11366
4	8180	8678	9976 - 3	10576	11172 - 1	11772
5	8462	8977	10320 - 2	10941	11557	12178
6	8744 - 1	9276	10664	11306	11942	12584
7		9575 - 1	11008 - 3	11671 - 1	12327 - 1	12990
8			11352	12036	12712	13396
9			11696 - 1	12401	13097 - 1	13802
10			12040 - 1	12766	13482	14208
11			12384 - 1.5	13131	13867	14614
12			12728 - 5	13496 - 1	14252	15020
13				13861 - 2	14637	15426
14						15832
15						16238
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8744	\$ 9575	\$ 276,338	\$ 52,889	\$ 36,596	\$
FTE Per Lane	1	1	26	4	3	0

- A. Total Base Salary Cost (All Lanes) \$ 384,142
- B. Career Increments/Longevity (Total Costs) \$ None
- C. Total Salary Schedule Costs (A + B) \$ 384,142
- D. Total FTE Teaching Staff (All Lanes) 35
- E. Average Teacher Salary* (C ÷ D) \$ 10,975

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting L. L. Haack Position Superintendent Phone (712) 487-3414

Name of School District Treynor Community School AEA No. 13 Fall 1976 Enrollment 536

Increment	Lane I Name: 105 Hrs.	Lane II Name: BA	Lane III Name: BA + 12	Lane IV Name: BA + 24	Lane V Name: MA	Lane VI Name: MA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,353	\$ 8,550	\$ 8,807	\$ 9,063	\$ 9,405	\$ 9,747
1	7,610	8,892 - 1	9,149	9,405 - 1	9,747	10,089
2	7,866	9,234 - 4	9,491	9,747	10,089	10,431
3	8,123	9,576 - 5	9,833	10,089	10,431	10,773
4	8,379	9,918 - 2	10,175 - 1	10,431	10,773	11,115
5	8,636	10,260 - 1	10,517 - 2	10,773 - 1	11,115	11,457
6	8,892	10,602 - 1	10,859	11,115	11,457 - 1	11,799
7	9,149 - 1	10,994 - 2	* 11,457 - 1	11,457	11,799 - 1	12,141 - 1
8		11,543	11,543	11,799	12,141	12,483
9		11,628 - 1	11,885	12,141	12,483 - 2	12,825
10			12,227 - 1	12,483	12,825	13,167
11		12,312 - 2	12,569	12,825	13,169	13,509
12			12,911	13,167	13,509	13,851
13				13,509	13,851	14,193
14					14,193	14,535
15					14,535	14,877
16						15,219
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9,149	\$ 199,486	\$ 54,893	\$ 20,178	\$ 48,222	\$ 12,141
FTE Per Lane	1	19.5	5	2	4	1

- A. Total Base Salary Cost (All Lanes) \$ 344,069
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 344,069
- D. Total FTE Teaching Staff (All Lanes) 32.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,587

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting D. L. Meneely Position Supt. Phone (712) 786-1101

Name of School District Remsen-Union Community AEA No. 12 Fall 1976 Enrollment 535

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>PA</u>	Name: <u>BA + 12</u>	Name: <u>BA + 24</u>	Name: <u>MA</u>	Name: <u>MA + 15</u>	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800 -2	\$ 9120	\$ 9440	\$ 9760	\$ 10,080	\$
1	9120 -4.5	9440	9760	10,080	10,400	
2	9440 -1.5	9760	10,080	10,400	10,720	
3	9760 -2	10,080	10,400	10,720	11,040	
4	10,080	10,400	10,720	11,040	11,360	
5	10,400 -1	10,720	11,040 -1	11,360	11,680	
6	10,720 -1	11,040	11,360	11,680	12,000	
7	11,020 -2	11,340 -1	11,660	11,980 -1	12,300	
8	11,320 -1	11,640	11,960	12,280	12,600	
9	11,620	11,940	12,260	12,580	12,900	
10	11,920	12,240	12,560	12,880 -1	13,200	
11	12,220 -1	12,540	12,860	13,180	13,500 -1	
12	12,520 -2	12,840 -3	13,160 -1	13,480 -1	13,800	
13						
4.5		10,453 -0.75				
5.5	10,560 -1					
6.5	10,870 -1					
9.5	11,773 -1					
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>220,876</u>	\$ <u>57,700</u>	\$ <u>24,200</u>	\$ <u>38,280</u>	\$ <u>13,500</u>	\$ _____
FTE Per Lane	<u>21</u>	<u>4 3/4</u>	<u>2</u>	<u>3</u>	<u>1</u>	_____

- A. Total Base Salary Cost (All Lanes) \$ 316,276
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 316,276
- D. Total FTE Teaching Staff (All Lanes) 31.75
- E. Average Teacher Salary* (C ÷ D) \$ 9961.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. B. Reno Position Superintendent Phone (515) 738-5741

Name of School District East Greene Community Schools AEA No. 5 Fall 1976 Enrollment 532

Increment	Lane I Name: 60 Hrs	Lane II Name: 75 Hrs	Lane III Name: 90 Hrs	Lane IV Name: 105 Hrs	Lane V Name: BA	Lane VI Name: BA+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6820	\$ 7060	\$ 7300	\$ 7600	\$ 8600- 4	\$ 8875
1	6995	7235	7475	7775	8875- 3	9150
2	7170	7410	7650	7950	9150	9425
3	7345	7585	7825	8125	9425- 5	9700
4	7520	7760	8000	8300	9700- 1	9975
5	7695	7935	8175	8475	9975- 2	10250- 1
6	7870	8110- 1	8350- 1	8650	10250	10525
7					10525	10800- 1
8					10800- 1	11075- 1
9					11075	11350
10					11350- 4	11625- 3
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$.00	\$ 8110	\$ 8350	\$.00	\$194,000	\$67,000
FTE Per Lane	0	1	1	0	20	6

Increment	LANE VII Name: BA+30	LANE VIII Name: MA	LANE IX Name: MA+15	LANE X Name: MA+30	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9150	\$ 9425	\$ 9700	\$ 9975	\$	\$
1	9425	9700- 1	9975	10250		
2	9700	9975- 1	10250	10525		
3	9975	10250	10525	10800		
4	10250	10525	10800	11075		
5	10525	10800	11075	11350		
6	10800	11075	11350	11625		
7	11075	11350	11625	11900		
8	11350	11625	11900	12175		
9	11625	11900	12175	12450		
10	11900	12175	12450	12725		
11		12450	12725	13000		
12		12725- 1	13000- 1	13275		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$.00	\$32,400	\$13,000	\$.00	\$	\$
FTE Per Lane	0	3	1	0		

- A. Total Base Salary Cost (All Lanes) \$ 322,860
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 322,860
- D. Total FTE Teaching Staff (All Lanes) 32
- E. Average Teacher Salary* (C ÷ D) \$ 10,089.38

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Clifford W. McKee Position Superintendent Phone (319) 347-2421

Name of School District Aplington Community AEA No. 7 Fall 1976 Enrollment 531

Increment	Lane I Name: 60 hrs	Lane II Name: 75 hrs	Lane III Name: 90 hrs	Lane IV Name: 105 hrs	Lane V Name: B.A.	Lane VI Name: B.A.+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6871	\$ 7144	\$ 7417	\$ 7690	\$ 9100 2.0	\$ 9555
1	7098	7371	7644	7917	9464 2.5	9919
2	7326	7599	7872	8145	9828	10283
3	7553	7826	8099	8372	10192 2.0	10647
4	7781	8054	8327	8600 1.0	10556 3.0	11011
5	8008	8281	8554	8827	10920 2.0	11375
6	8236 2.0	8509	8782	9055	11284 1.0	11739 2.0
7		8736 1.0	9009	9282	11648	12103
8			9237	9510	12012	12467
9			9464 2.0	9737	12376 1.0	12831 1.0
10				9965 1.0	12740 1.0	13195
11					13104 2.0	13559
12						13923 1.0
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 16472	\$ 8736	\$ 18928	\$ 18565	\$178360	\$ 50232
FTE Per Lane	2.0	1.0	2.0	2.0	16.5	4.0

Increment	LANE VII Name: M.A.	LANE VIII Name: M.A.+15	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10,010	\$ 10,465	\$	\$	\$	\$
1	10,374	10,829				
2	10,728	11,193				
3	11,102	11,557				
4	11,466	11,921				
5	11,830	12,285				
6	12,194	12,649				
7	12,558	13,013				
8	12,922	13,377				
9	13,286	13,741				
10	13,650	14,105				
11	14,014	14,469				
12	14,378	14,833				
13	14,742 4.0	15,197				
14		15,561				
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 58,968	\$ 0	\$	\$	\$	\$
FTE Per Lane	4.0	0				

- A. Total Base Salary Cost (All Lanes) \$ 350,261
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 350,261.
- D. Total FTE Teaching Staff (All Lanes) 31.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,119.40

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. E. Mason Position Supt. Phone (712) 654-2852
 Name of School District Manilla Community AEA No. 12 Fall 1976 Enrollment 526

Increment	Lane I Name: <u>60</u>	Lane II Name: <u>90</u>	Lane III Name: <u>105</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA + 10</u>	Lane VI Name: <u>BA + 20</u>	LANE VII Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6112	\$ 6520	\$ 6027	\$ 8150	\$ 8476 - 1	\$ 8802	\$ 9372
1	6417	6846	7273	8557 - 6	8899	9242	9840
2	6722	7172	7619	8964 - 1	9322 - 1	9682	10,308
3	7027	7498	7965	9371 - 2	9745	10,122	10,776
4	7332	7824	8311	9778	10,168	10,562 - 1	11,244
5		8150	8657	10,185 - 1	10,591 - 1	11,002	11,712
6			9003	10,592 - 1	11,014	11,442	12,180
7				10,999 - 1	11,437 - 1	11,882	12,648
8				11,406 - 1	11,860	12,322	13,116 - 1
9				11,813	12,283	12,762	13,584 - 1
10				12,220 - 9	12,706 - 4	13,202	14,052
11						13,642	14,520
12							14,988 - 1
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ _____	\$ _____	\$ _____	\$232,210	\$90,650	\$ 10,562	\$41,688
FTE Per Lane				22	8	1	3

- A. Total Base Salary Cost (All Lanes) \$ 375,110.00
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 375,110.00
- D. Total FTE Teaching Staff (All Lanes) 34
- E. Average Teacher Salary* (C ÷ D) \$ 11,032.64

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gordon Christianson Position Superintendent Phone (319) 736-5411

Name of School District North Winneshiek Community AEA No. 1 Fall 1976 Enrollment 526

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90</u>	Name: <u>100</u>	Name: <u>110</u>	Name: <u>120</u>	Name: <u>BA</u>	Name: <u>BA+10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,798	\$ 7059	\$ 7321	\$ 7582	\$ 8715- 2 3/4	\$ 8976
1	7002	7271	7540	7809	8976- 1	9245
2	7206	7483	7760	8037	9238- 3+	9515
3	7410	7694	7980	8264	9499	9784
4	7648	7941	8236	8530	9804- 5	10098-1
5	7920	8224	8529	8833	10153- 1	10457--2
6		8506	8822- 1	9136	10502--2	10816
7		8753	9078	9402	10807- 2	11130
8				9667	11112- 2	11444
9					11417	11759-1
10					11722-1	12073
11					12027	12387
12					12332- 1	12701
13						13015-2
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 0	\$ 0	\$ 8,822	\$ 0	\$ 208,856.25	\$ 88,801
FTE Per Lane	0	0	1	0	20.75	6

Increment	LANE VII	LANE VIII	LANE IX	LANE X	LANE XI	LANE XII
	Name: <u>BA+20</u>	Name: <u>BA+30</u>	Name: <u>MA</u>	Name: <u>MA+10</u>	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9238	\$ 9499	\$ 9587	\$ 9761	\$	\$
1	9515	9784	9875	10054		
2	9792	10069	10162	10347		
3	10069- 1	10345	10450	10639		
4	10393	10868	10785	10981		
5	10762+ 1	11066	11169	11372		
6	11132	11446	11552	11762		
7	11455	11779	11888	12104		
8	11778	12111	12223	12445		
9	12102	12444	12559	12787		
10	12425	12776	12895	13129		
11	12748	13109	13230	13470		
12	13072	13441	13566	13812		
13	13395	13774	13901	14153		
14	13718	14106	14237	14495		
15		14438	14572- 1	14837		
16			14908	15178		
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 21,016	\$ 0	\$ 14,572	\$	\$	\$
FTE Per Lane	2		1			

- A. Total Base Salary Cost (All Lanes) \$ 342,067
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 342,067
- D. Total FTE Teaching Staff (All Lanes) 30.75
- E. Average Teacher Salary* (C ÷ D) \$ 11,124

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting E. A. Christensen Position Superintendent Phone (712) 372-4420

Name of School District Eastwood Community AEA No. 12 Fall 1976 Enrollment 525

Increment	Lane I Name: <u>60 hr.</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A.+15</u>	Lane IV Name: <u>MA</u>	Lane V Name: <u>MA+15</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$6525	\$8700	\$9048	\$9396	\$9744	\$
1	6743	9048	9396	9744	10092	
2	6960	9396	9744	10092	10440	
3	7178	9744	10092	10440	10788	
4	7395	10092	10440	10788	11136	
5	7613	10440	10788	11136	11484	1
6	7380	10788	11136	11484	11832	
7	8048	11136	11484	11832	12180	
8	8265	11484	11832	12180	12528	
9		11832	12180	12528	12876	
10		12180	12528	12876	13224	
11			12876	13224	13572	
12				13572	13920	
13				13920	14268	
14					14616	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8265	\$ 250,560	\$ 107,184	\$ 27,840	\$ 11,484	\$
FTE Per Lane	1.0	23.5	9.0	2.0	1.0	

- A. Total Base Salary Cost (All Lanes) \$ 405,333
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 405,333
- D. Total FTE Teaching Staff (All Lanes) 36.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,105

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marlin K. Gutzmer Position Superintendent Phone (712) 268-5319

Name of School District Exira Community School Dist. AEA No. 11 Fall 1976 Enrollment 525

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>MA</u>	Lane IV Name:	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,400 - 3	\$ 8,750	\$ 9,100	\$	\$	\$
1	8,725 - 2.5	9,075	9,425 - 1			
2	9,050 - 4	9,400	9,750			
3	9,375 - 2.5	9,725	10,075			
4	9,700 - 3	10,050 - 1	10,400 - 1			
5	10,025 - 2	10,375 - 1	10,725 - 1			
6	10,350 - 1	10,700 - 1	11,050 - 1			
7	10,675 - 5	11,025 - 1	11,375			
8		11,350	11,700			
9		11,675 - 5	12,025			
10			12,350			
11			12,675 - 2			
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 220,189	\$ 100,894	\$ 56,225	\$	\$	\$
FTE Per Lane	23	9	5			

- A. Total Base Salary Cost (All Lanes) \$ 377,308
- B. Career Increments/Longevity (Total Costs) \$ 5,436
- C. Total Salary Schedule Costs (A + B) \$ 382,744
- D. Total FTE Teaching Staff (All Lanes) 37
- E. Average Teacher Salary* (C ÷ D) \$ 10,344

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting J. Arnold Hjelle Position Supt. Phone (712) 629-5155
 Name of School District Fremont-Mills AEA No. 13 Fall 1976 Enrollment 519

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA + 15</u>	Name: <u>MA</u>	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8450 8	\$ 8700	\$ 8950	\$	\$	\$
1	8660 1	8930	9180			
2	8870 1	9160	9410			
3	9080 6	9390	9640			
4	9310 3	9640	9920 1			
5	9540 2	9890	10,200			
6	9770	10,140 1	10,480			
7	10,000 2	10,390	10,760			
8	10,230	10,640	11,040			
9	10,460 1	10,890 1	11,320			
10	10,690	11,140	11,600			
11	10,920 3	11,390 4	11,880			
12			12,160 2			
13			12,440			
14			12,720			
15			13,000			
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 249,790	\$ 84,910	\$ 34,240	\$ _____	\$ _____	\$ _____
FTE Per Lane	27	8	3			

A. Total Base Salary Cost (All Lanes) \$ 368,940
 B. Career Increments/Longevity (Total Costs) \$ _____
 C. Total Salary Schedule Costs (A + B) \$ 368,940
 D. Total FTE Teaching Staff (All Lanes) 38
 E. Average Teacher Salary* (C ÷ D) \$ 9,709

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dale A. Johnson Position Superintendent Phone (712) 659-3411
 Name of School District Glidden-Ralston Comm. School AEA No. 11 Fall 1976 Enrollment 518

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: _____	Name: _____	Name: _____	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500 (8)	\$ 8925	\$ 9350	\$	\$	\$
1	8840 (4.5)	9265	9690			
2	9180 (4)	9605	10030 (1)			
3	9520 (3)	9945	10370			
4	9945 (1)	10370	10795			
5	10370 (2)	10795	11220			
6	10795	11220	11645 (1)			
7	11220	11645 (3)	12070			
8	11645	12070	12495			
9	12070 (3)	12495	12920 (2)			
10	12495 (3)	12920	13345			
11			13770			
12			14195 (3)			
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 277440	\$ 34935	\$ 90100	\$ _____	\$ _____	\$ _____
FTE Per Lane	28.5	3	7			

A. Total Base Salary Cost (All Lanes) \$ 402,475
 B. Career Increments/Longevity (Total Costs) \$ 00
 C. Total Salary Schedule Costs (A + B) \$ 402,475
 D. Total FTE Teaching Staff (All Lanes) 38.5
 E. Average Teacher Salary* (C ÷ D) \$ 10,454

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert A. Baker Position Superintendent Phone (515) 634-2636

Name of School District Tri-County Community AEA No. 15 Fall 1976 Enrollment 514

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 15</u>	Lane III Name: <u>MA</u>	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700. - 3.4	\$ 9048. - 1	\$ 9396.	\$	\$	\$
1	9048. - 1	9396.	9744.			
2	9396. - 3	9744.	10092.			
3	9744. - 4	10092.	10440.			
4	10092. - 2	10440.	10788. - 1			
5	10440. - 2	10788.	11136.			
6	10788. - 1	11136.	11484.			
7	11136. - 3	11484.	11832.			
8	11484.	11832.	12180.			
9	11832. - 6	12180.	12528.			
10		12528. - 4	12876.			
11			13224. - 2			
12						
13		Other teachers not on schedule				
14						
15		9254. - 1	13036. - 1			
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 262,044.	\$ 68,414.	\$ 50,272.	\$ _____	\$ _____	\$ _____
FTE Per Lane	25.4	6	4			

- A. Total Base Salary Cost (All Lanes) \$ 380,730.
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 380,730.
- D. Total FTE Teaching Staff (All Lanes) 35.4 Excluding Title I Teachers
- E. Average Teacher Salary* (C ÷ D) \$ 10,755.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Harland H. Hanson Position Supt. Phone (712) 368-4819

Name of School District Holstein Community AEA No. 12 Fall 1976 Enrollment 505

Increment	Lane I Name: <u>80-99</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA + 15</u>	Lane IV Name: <u>BA + 24</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA + 15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,480.00	\$ 8,800.00-1	\$ 9,152.00	\$ 9,328.00	\$ 9,592.00	\$ 9,768.00
1	7,741.80	9,152.00-2	9,518.08	9,701.12	9,975.68	10,158.72
2	8,003.60	9,504.00	9,884.16	10,074.24	10,359.36	10,549.44
2½		9,680.00-1				
3	8,265.40	9,856.00	10,250.24	10,447.36-1	10,743.04-1	10,940.16
4	8,527.20	10,208.00	10,616.32	10,820.48	11,126.72-1	11,330.88
4½		10,296.00-1				
5	8,789.00	10,560.00-2	10,982.40	11,193.60	11,510.40	11,721.60
6	9,050.80	10,912.00-1	11,348.48	11,566.72	11,894.08	12,112.32
7	9,312.60-1	11,264.00-1	11,714.56	11,939.84	12,277.76-2	12,503.04
7½		6,864.00- .6				
8		11,616.00-1	12,080.64	12,312.96	12,661.44	12,893.76
9		8,976.00- .75				
9		11,968.00-7	12,446.72	12,686.08-1	13,045.12	13,284.48
10			12,812.80-4	13,059.20	13,428.80	13,675.20
11				13,432.32-2	13,812.48-1	14,065.92
12					14,196.16-2	14,456.64
13						14,847.36-1
14						
15						
16						
17						
18						
19						
20						
Salary Cost Per Lane	\$ 9,312.60	\$ 201,608.00	\$ 51,251.20	\$ 49,998.08	\$ 88,630.08	\$ 14,347.36
FTE Per Lane	1	18.35	4	4	7	1

- A. Total Base Salary Cost (All Lanes) \$ 415,647.32
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 415,647.32
- D. Total FTE Teaching Staff (All Lanes) 35.35
- E. Average Teacher Salary* (C ÷ D) \$ 11,758.05

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Don Adkins Position Superintendent Phone (712) 756-4128

Name of School District Floyd Valley Community AEA No. IV Fall 1976 Enrollment 503.55

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+8	Name: BA+16	Name: BA+24	Name: MA	Name: MA+8
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500 3	\$ 8755 1	\$ 9010	\$ 9265	\$ 9520	\$ 9775
1	8800 2	9060	9320	9580	9840	10100
2	9100 4	9365	9630	9895	10160	10425
3	9400 2	9670 1	9940	10210	10480 1	10750
4	9700	9975	10250	10525	10800	11075
5	10000 2	10280	10560	10840	11120	11400
6	10300	10585	10870	11155	11440 1	11725
7	10600 1	10890	11180	11470	11760	12050
8	10900	11195	11490 1	11785	12080	12375
9	11200	11500	11800	12100	12400	12700
10	11500 6	11805 1	12110	12415	12720 1	13025
11		12110 1	12420	12730	13040 1	13350
12			12730	13045	13360	13675
13				13360 2	13680	14000
14					14000 1	14325
15						14650 2
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 197900	\$ 42340	\$ 11490	\$ 26720	\$ 61680	\$ 29300
FTE Per Lane	20	4	1	2	5	2

- A. Total Base Salary Cost (All Lanes) \$ 369430
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 369430
- D. Total FTE Teaching Staff (All Lanes) 34
- E. Average Teacher Salary* (C ÷ D) \$ 10865

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert W. Nielsen Position Supt. Phone (712) 663 4311
 Name of School District Ar-We-Ve AEA No. 12 Fall 1976 Enrollment 495

Increment	Lane I Name: <u>90 Hrs.</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A.+15</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7200	\$ 8000 -2	\$ 8800 -1	\$ 9600	\$	\$
1	7600	8400 -2	9200	10000		
2	8080	8880 -1	9680 -1	10480		
3	8400	9200 -6	10000	10800		
4	8800	9600 -2	10400	11200		
5	9280	10080	10880 -2	11680		
6	9600	10400	11200	12000		
7		10800	11600 -1	12400		
8		11280	12080	12880		
9		11600	12400	13200		
10		12000 -6	12800	13600		
11			13200	14000		
12			13600 -9	14400		
13				14880		
14				15200 -1.5		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 188080	\$ -174240	\$ 22800	\$ _____	\$ _____
FTE Per Lane		19	14	1.5		

- A. Total Base Salary Cost (All Lanes) \$ 385120
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 385120
- D. Total FTE Teaching Staff (All Lanes) 34.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,163.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Larry Sarver Position Superintendent Phone (319)672-3221

Name of School District Andrew Community AEA No. IX Fall 1976 Enrollment 494

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A.+15</u>	Name: <u>M.A.</u>	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8900- 1	\$ 9100	\$ 9400	\$	\$	\$
1	9256- 3½	9456	9756			
2	9612- 4	9812	10112			
3	9968- 2	10168	10468			
4	10324	10524	10824			
5	10680- 1½	10880	11180- 1			
6	11036- 1	11236	11536			
7	11392- 1	11592- 1	11892			
8	11748	11948	12248			
9	12104- 2	12304	12604			
10	12460- 1	12660	12960			
11	12816- 3	13016	13316- 2			
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$213244	\$11592	\$37812	\$	\$	\$
FTE Per Lane	20	1	3			

- A. Total Base Salary Cost (All Lanes) \$ 262648.00
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 262648.00
- D. Total FTE Teaching Staff (All Lanes) 24.0
- E. Average Teacher Salary* (C ÷ D) \$ 10943.66

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Ross W. Edwards Position Supt. Phone (515) 237-5364

Name of School District Fredericksburg Community AEA No. 1 Fall 1976 Enrollment 491

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 Hrs</u>	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>BA+30</u>	Name: <u>VA</u>	Name: <u>VA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7110	\$ 9000 - 4	\$ 9360	\$ 9720	\$ 9900	\$ 10620
1	7394	9360 - 2.5	9734	10109	10296	11045
2	7679	9720 - 2	10109	10498	10692	11470
3	7963	10080 - 1	10483	10886	11088	11894
4	8248	10440	10858	11275	11484	12319
5	8532	10800 - 1	11232	11664	11880	12744
6	8816	11160 - 1	11606	12053	12276	13169
7	9100	11520 - 1	11980	12442	12672 - 1	13594 - 1
8	9385 - 1	11880 - 2	12355	12830	13068	14018
9		12240 - 1.5	12730	13219	13464	14443
10		12600	13104 - 1	13608	13860	14868
11		12960 - 7.5	13478	13997	14256	15293
12			13853	14386	14652	15716
13				14744 - 2	15048 - 1	16142
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9,385	\$ 261,720	\$ 13,104	\$ 29,488	\$ 27,720	\$ 13,594
FTE Per Lane	1	23.5	1	2	2	1

- A. Total Base Salary Cost (All Lanes) \$ 355,011
- B. Career Increments/Longevity (Total Costs) \$ 0.00
- C. Total Salary Schedule Costs (A + B) \$ 355,011
- D. Total FTE Teaching Staff (All Lanes) 30.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,640

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting James W. Rhede Position Superintendent Phone (712) 446-3321

Name of School District Sutherland Community AEA No. IV Fall 1976 Enrollment 490

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA + 15	Name: MA	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800 2	\$ 9152 2	\$ 9680 1	\$	\$	\$
1	9152 2	9504 1	10032			
2	9504 5.5	9856 1	10384			
3	9856 5.5	10208	10736			
4	10208 1	10560	11088			
5	10560 3	10912	11440			
6	10912 .5	11264	11792			
7	11264 2	11616	12144			
8	11616 1	11968	12496			
9	11968	12320	12848			
10	12320	12672	13200 1			
11	12672	13024	13552			
12	13024 7	13376	13904			
13		13728 1	14256			
14			14608 1			
15						
16						
17						
18						
19						
20						
21						
22						
23						
	Salary Cost Per Lane	\$310,288	\$ 23,584	\$ 37,488	\$	\$
	FTE Per Lane	29	2	3		

- A. Total Base Salary Cost (All Lanes) \$ 371,360
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 371,360
- D. Total FTE Teaching Staff (All Lanes) 34
- E. Average Teacher Salary* (C ÷ D) \$ 10,922

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Merlin F. Raymond Position Supt. Phone (319) 964-2321

Name of School District Garnavillo Community AEA No. 1 Fall 1976 Enrollment 488

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+15	Name: MA	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$8,850.00 - 4	\$9,159.75	\$9,558.00 - 1	\$	\$	\$
1	9,159.75 - 5	9,469.50	9,912.00 - 1			
2	9,469.50 - 1	9,779.25	10,266.00			
3	9,779.25 - 2	10,089.00	10,620.00			
4	10,089.00 - 1	10,398.75	10,974.00 - 1			
5	10,398.75 - 4.9	10,708.50 - 1	11,328.00			
6	10,708.50	11,018.25 - 2	11,682.00			
7	11,018.25	11,328.00	12,036.00			
8	11,328.00 - 1	11,637.75	12,390.00			
9	11,637.75 - 2	11,947.50	12,744.00			
10	11,947.50	12,257.25	13,098.00			
11	12,257.25 - 1	12,567.00	13,452.00			
12	12,567.00 - 4	12,876.75 - 1	13,806.00			
13		13,186.50 - 4	14,160.00			
14			14,514.00			
15			14,868.00 - 2			
16						
17						
18						
19						
20						
21						
22						
23						
24						
	Salary Cost Per Lane	\$259,589	\$96,367	\$60,180	\$	\$
	FTE Per Lane	24.9	8	5		

- A. Total Base Salary Cost (All Lanes) \$ 416,137
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 416,137
- D. Total FTE Teaching Staff (All Lanes) 37.9
- E. Average Teacher Salary* (C ÷ D) \$ 10,979

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John Lawrence Position Supt. Phone (319) 674-4355

Name of School District Delwood Community AEA No. IX Fall 1976 Enrollment 488

Increment	Lane I Name: 105	Lane II Name: B.A.	Lane III Name: B.A.+12	Lane IV Name: B.A.+24	Lane V Name: M.A.	Lane VI Name: M.A.+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9350 -1	\$ 9100 -1	\$ 9464	\$ 9828	\$ 10192	\$ 10556
1	9550 -1	9464 -6	9828	10192	10556	10920
2	9650 -1	9828	10192	10556	10920	11284
3	10150 -1	10192	10556	10920	11284	11648
4		10556 -3	10920	11284	11648	12012
5		10920	11284 -.5	11648	12012 -1	12376
6		11284 -4	11648	12012	12376	12740
7		11648 -1	12012	12376	12740	13104
8		12012 -2	12376	12740 -1	13104	13468
9		12376 -1	12740	13104	13468	13832
10		12740 -1	13104	13468	13832	14196
11		13104	13468	13832	14196	14560
12		13468 -2	13832	14196	14560	14924
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 38,700	\$ 230,432	\$ 5642	\$ 12,740	\$ 12,012	\$
FTE Per Lane	4	21	.5	1	1	

- A. Total Base Salary Cost (All Lanes) \$ 299,506
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 299,506
- D. Total FTE Teaching Staff (All Lanes) 27.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,891

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting RALPH H. ROGERS Position SUPT. Phone (515) 333-2245

Name of School District Lenox Community School Dist. AEA No. 14 Fall 1976 Enrollment 487

Increment	Lane I Name: Non-Degr.	Lane II Name: B.A.	Lane III Name: B.A.+15	Lane IV Name: B.A.+30	Lane V Name: M.A.	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,560.	\$ 8,200 -- 1	\$ 8,528.	\$ 8,692.	\$ 9,020.	\$
1	6,806.	8,610. -- 2	8,938. -- 1	9,102.	9,430.	
2	7,134.	9,020.	9,348. -- .5	9,512.	9,340.	
3	7,544.	9,512.	9,840.	10,004.	10,332.	
4	7,872.	9,840. -- 2	10,168.	10,332. -- 1	10,660. -- 1	
5		10,168. -- 3.5	10,496. -- 1	10,660.	10,988. -- .3	
6		10,496. -- 1.5	10,824.	10,988. -- 1	11,316.	
7		10,824. -- 3	11,152.	11,316.	11,644.	
8		11,152.	11,480.	11,644.	11,972. -- 1	
9	8,200. -- 1	11,480. -- 3	11,808. -- 1	11,972.	12,300.	
10			12,136.	12,300.	12,628.	
11			12,464. -- 4	12,628.	12,956. -- 1	
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8,200.	\$ 62,344.	\$ 5,772.	\$ 21,320.	\$ 36,786.	\$
FTE Per Lane	1	16	7.5	2	3.3	

- A. Total Base Salary Cost (All Lanes) \$ 315,422.
- B. Career Increments/Longevity (Total Costs) \$ 00.
- C. Total Salary Schedule Costs (A + B) \$ 315,422
- D. Total FTE Teaching Staff (All Lanes) 29.3
- E. Average Teacher Salary* (C ÷ D) \$ 10,585.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert K. Lage Position Superintendent Phone (712) 582-3212

Name of School District South Page Community School AEA No. 13 Fall 1976 Enrollment 484

Increment	LANE I	Lane II	Lane III	LANE IV	Lane V	Lane VI
	Name: BA	Name: BA + 15	Name: BA + 30	Name:	Name: MA + 15	Name: MA + 30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8000 - 1	\$ 8200	\$ 8400	\$ 8500	\$ 8700	\$ 8900
1	8200 - 1	8410	8620	8770	8980	9190
2	8400 - 1	8620	8840	9040	9260	9480
3	8600 - 4	8830 - 2	9060	9310	9540	9770
4	8800 - 1	9040	9280	9580	9820	10060
5	9000 - 3	9250 - 2	9500	9850	10100	10350
6	9200 - 1	9460	9720	10120	10380	10640
7	9400	9670 - 1	9940	10390 - 3	10660	10930
8	9600	9880	10160 - .5	10660 - 1	10940	11220
9	9800	10090	10380	10930	11220	11510
10	10000	10300 - 2	10600	11200	11500	11800
11	10200 - 4.5	10510 - 3	10820 - 1	11470	11780	12090
12				11740	12060	12380
13				12010 - 1	12340	12670
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$149,900	\$ 97,960	\$15,900	\$ 53,840	\$ 0.00	\$ 0.0
FTE Per Lane	16.5	10	1.5	5	0	0

- A. Total Base Salary Cost (All Lanes) \$ 317,600
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 317,600
- D. Total FTE Teaching Staff (All Lanes) 33
- E. Average Teacher Salary* (C ÷ D) \$ 9,624.24

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Guy W. Ghan Position Superintendent Phone (319) 873-3462

Name of School District Mar-Mac Community AEA No. 1 Fall 1976 Enrollment 477

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: 90 Hrs.	Name: BA	Name: BA + 10	Name: BA + 20	Name: MA	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,654	\$ 8,900-2	\$ 9,078	\$ 9,256	\$ 9,701	\$
1	7,877	9,256-4	9,434	9,612	10,057	
2	8,099	9,612-2	9,790	9,968	10,413	
3	8,322	9,968-3	10,146	10,324	10,769	
4	8,544	10,324	10,502	10,680	11,125	
5	8,767	10,680-3	10,858-1	11,036	11,481-1	
6	8,989	11,036	11,214	11,392-.5	11,837	
7	9,212	11,303-1	11,481-1	11,659	12,104	
8	9,434-2	11,570-1	11,748	11,926	12,371	
9		11,837	12,015	12,193	12,638	
10		12,104-8	12,282	12,460	12,905	
11					13,172	
12					13,439-1	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 18,868	\$ 255,687	\$22,330	\$ 5,696	\$24,920	\$
FTE Per Lane	2	24	2	.5	2	

*Four additional teachers paid from "earmarked" federal funds are on salary schedule, for total of \$42,578, or average of \$10,645

- A. Total Base Salary Cost (All Lanes) \$ 327,520*
- B. Career Increments/Longevity (Total Costs) \$,00
- C. Total Salary Schedule Costs (A + B) \$ 327,520
- D. Total FTE Teaching Staff (All Lanes) 30.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,738

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting MATNEY Position Supt Phone (515) 498-7491

Name of School District Semco AEA No. 6 Fall 1976 Enrollment 476

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>MA</u>	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8900 (2)	\$ 9000	\$ 9300	\$	\$	\$
1	8975 (3)	9200	9500			
2	9150 (2)	9400 (1)	9700			
3	9325 (235)	9600	9900			
4	9500 (2)	9800	10100			
5	9675	10000	10300			
6	9850 (1)	10200 (1)	10500 (1)			
7	10025	10400 (1)	10700			
8	10200	10600	10900			
9	10375 (1)	10800	11100			
10	10550	11000	11300			
11	10750 (6)	11200 (2)	11500 (2)			
12						
13						
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16						
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19						
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21						
22						
23						
24						
Salary Cost Per Lane	\$ 188930	\$ 62200	\$ 33500	\$	\$	\$
FTE Per Lane	19 1/2	6	3			

- A. Total Base Salary Cost (All Lanes) \$ 284630
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 284630
- D. Total FTE Teaching Staff (All Lanes) 28 1/2
- E. Average Teacher Salary* (C ÷ D) \$ 10,022

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Shirley Yeager Position District Sec'y Phone (515) 325-6202

Name of School District Northeast Hamilton AEA No. 5 Fall 1976 Enrollment 470

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+10</u>	Lane III Name: <u>BA+20</u>	Lane IV Name: <u>BA+30</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,650- 1	\$ 8,996- .5	\$ 9,342	\$ 9,515	\$ 9,688	\$
1	8,996- 5	9,342	9,688	9,861	10,034	
2	9,342- 2	9,688- 1	10,034	10,207	10,380	
3	9,688- 2	10,034	10,380	10,553	10,726	
4	10,034	10,380- 1	10,726	10,899	11,072- 1	
5	10,380- .5	10,726	11,072	11,245	11,418	
6	10,726	11,072- 1	11,418	11,591	11,764- 1	
7	11,072- 1	11,418	11,764	11,937	12,110- 1	
8	11,418	11,764- 1	12,110	12,283	12,456	
9	11,764	12,110- 2	12,456	12,629	12,802- 1	
10	12,110	12,456	12,802	12,975	13,148	
11	12,456- 8	12,802- 4	13,148	13,321	13,494	
12			13,484	13,667	13,840- 1	
13						
14						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 207,600	\$ 122,830	\$	\$	\$ 61,588	\$
FTE Per Lane	19.5	10.5			5	

- A. Total Base Salary Cost (All Lanes) \$ 392,018
- B. Career Increments/Longevity (Total Costs) \$ -0-
- C. Total Salary Schedule Costs (A + B) \$ 392,018
- D. Total FTE Teaching Staff (All Lanes) 35
- E. Average Teacher Salary* (C ÷ D) \$ 11,201

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gerard P. Nicklaus Position Superintendent Phone (319) 629-4212

Name of School District Lone Tree Community AEA No. 10 Fall 1976 Enrollment 469

Increment	Lane I Name: 90 hours	Lane II Name: 105 hours	Lane III Name: BA	Lane IV Name: BA+12	Lane V Name: BA+24	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7950	\$ 8250	\$ 8600 3	\$ 8900	\$ 9200	\$ 9500
1	8150	8450	8850 4	9150	9450 1	9750 .2
2	8350	8650	9100 3	9400	9700	10000 1
3	8550	8850	9350 2	9650	9950	10250
4	8750	9050	9600 2	9900 1	10200	10500
5	8950	9250	9850	10150 2	10450	10750
6	9150	9450	10100	10400 1	10700 1	11000
7	9350	9650	10400 1	10700	11000	11300
8	9550	9850	10700	11000 2	11300	11600
9	9750 1	10500 1	11000	11300	11600	11900
10			11250 1	11550	11850	12150
11				11800 3	12100	12400
12					12350 3	12650
13						12900
14						
15						
16						
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19						
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21						
22						
23						
24						
	\$ 9750	\$ 10500	\$148,050	\$ 87600	\$ 57200	\$ 11950
	1	1	16	8	5	1.2

* There is one \$150.00 career increment beyond the regular salary schedule

Salary Cost
Per Lane
FTE Per Lane

Increment	LANE VII Name:	LANE VIII Name:	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9650	\$ 9800	\$	\$	\$	\$
1	9900	10050				
2	10150	10300				
3	10400	10550				
4	10650	10800				
5	10900	11050				
6	11150	11300				
7	11450	11600				
8	11750	11900				
9	12050	12200				
10	12300	12450				
11	12550	12700				
12	12800	12950				
13	13050	13200				
14						
15						
16						
17						
18						
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23						
24						

Salary Cost
Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 325050
- B. Career Increments/Longevity (Total Costs) \$ 1350
- C. Total Salary Schedule Costs (A + B) \$ 326400
- D. Total FTE Teaching Staff (All Lanes) 32.2
- E. Average Teacher Salary* (C ÷ D) \$ 10136.65

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Michael Hupfer Position Supt. Phone (319) 983-2206

Name of School District New Hartford Community AEA No. 7 Fall 1976 Enrollment 460

Increment	Lane I Name: 90	Lane II Name: BA	Lane III Name: BA + 12	Lane IV Name: VA + 24	Lane V Name: MA	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,200	\$ 9,000 - 2.5	\$ 9,360	\$ 9,720	\$ 10,080	\$
1	7,560	9,360 - 2	9,720 - 1	10,080	10,440 - 1	
2	7,920	9,720 - 4	10,080 - 1	10,440	10,800	
3	8,280	10,080 - 1	10,440 - 1	10,800	11,160	
4	8,640	10,440 - 1	10,800 - 1	11,160	11,520	
5	9,000	10,800 - 1	11,160 - 1	11,520	11,880	
6	9,360	11,160	11,520	11,880	12,240	
7	9,720	11,520 - 1	11,880	12,240	12,600	
8	10,080 - 3	11,880 - 2	12,240 - 1	12,600	12,960	
9		12,240 - 2	12,600 - .5	12,960	13,320	
10		12,600 - 1	12,960	13,320	13,680 - 2	
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 30,240	\$ 183,780	\$ 70,740	\$	\$ 37,800	\$
FTE Per Lane		3	17.5	6.5	3	

A. Total Base Salary Cost (All Lanes) \$ 322,560
 B. Career Increments/Longevity (Total Costs) \$ 00
 C. Total Salary Schedule Costs (A + B) \$ 322,560
 D. Total FTE Teaching Staff (All Lanes) 30.0
 E. Average Teacher Salary* (C ÷ D) \$ 10,752

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting L. J. Dodd Position Superintendent Phone (712) 832-3610

Name of School District Harris-Lake Park Community AEA No. 3 Fall 1976 Enrollment 460

Increment	Lane I Name: 60 HR	Lane II Name: 90 HR	Lane III Name: B. A.	Lane IV Name: BA + 15	Lane V Name: M. A.	Lane VI Name: MA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$8,730 1	\$9,160	\$ 9,000 3	\$ 9,500 1	\$ 10,000	\$ 10,500
1			9,350 1	9,850	10,350	10,850
2			9,700 3	10,200 1	10,700 1	11,200
3			10,050 1	10,550	11,050	11,550
4			10,400 3	10,900 0.5	11,400	11,900
5			10,750 1.6	11,250	11,750 1	12,250
6			11,100	11,600	12,100 0.8	12,600
7			11,450	11,950	12,450	12,950
8			11,800	12,300	12,800	13,300
9			12,150	12,650	13,150	13,650
10			12,500 1.5	13,000 3	13,500	14,000
11					13,850	14,350
12					14,200	14,700
13					14,550	15,050
14					14,900	15,400
15					15,250 1	15,750 1
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$8,730	\$	\$142,650	\$64,150	\$ 47,380	\$ 15,750
FTE Per Lane	1.0		14.1	5.5	3.8	1.0

A. Total Base Salary Cost (All Lanes) \$ 278,660
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$ 278,660
 D. Total FTE Teaching Staff (All Lanes) 25.4
 E. Average Teacher Salary* (C ÷ D) \$ 10,971

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Lowell Ryan Position Sup't Phone (319) 227-7142

Name of School District Norway Comm. AEA No. 10 Fall 1976 Enrollment 458

Increment	Lane I Name: <u>Non-Degree</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+12</u>	Lane IV Name: <u>BA+24</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA+15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8,600 - 4	\$ 8,944	\$ 9,288	\$ 9,632	\$ 9,976
1		8,944 - 4	9,288	9,632	9,976	10,320
2		9,288 - 1	9,632	9,976	10,320	10,664
3		9,632 - 4	9,976 - 1	10,320 - 1	10,664	11,008
4		9,976 - 1	10,320	10,664	11,008	11,352
5		10,320	10,664	11,008	11,352	11,696
6		10,664 - 3	11,008 - 1	11,352	11,696	12,040
7	7,928 - 1	11,008	11,352	11,696	12,040	12,384
8		11,352	11,696	12,040	12,384 - 1	12,728
9	8,187 - 1	11,696 - 2	12,040	12,384	12,728	13,072
10		12,040 - 2	12,384	12,728	13,072	13,416
11			12,728 - 1	13,072	13,416 - 1	13,760
12			13,072 - 1	13,416	13,760	14,104
13				13,760	14,104	14,448
14	8,828 - 1				14,448 - 1	14,792
15						15,136
16						15,480
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$	\$	\$	\$	\$
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ 329,727.
- B. Career Increments/Longevity (Total Costs) \$ 384.
- C. Total Salary Schedule Costs (A + B) \$ 330,111.
- D. Total FTE Teaching Staff (All Lanes) 32.
- E. Average Teacher Salary* (C ÷ D) \$ 10,316.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Irving Larson Position Supt. Phone (515) 562-2979

Name of School District Buffalo Center Community AEA No. 2 Fall 1976 Enrollment 458

Increment	Lane I Name: <u>120 Hrs.</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A.+12</u>	Lane IV Name: <u>B.A.+24</u>	Lane V Name: <u>M.A.</u>	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7900	\$ 9400- 1	\$ 9600	\$ 9800	\$ 10000	\$
1	8150	9650- 3	9850	10050	10250	
2	8400	9900- 2	10100	10300	10500	
3	8650	10150- 2	10350	10550	10750	
4	8900	10400- 1,5	10600	10800	11000	
5	9150	10650- 2	10850	11050	11250	
6	9400	10900- 1	11100	11300	11500	
7	9650	11150	11350	11550	11750	
8	9900	11400	11600	11800	12000- 1	
9	10150	11650- 1	11850	12050	12250	
10	10400- 1	11900	12100	12300	12500- 1	
11	10650	12150- 1	12350	12550	12750	
12	10900	12400	12600	12800	13000- 1	
13	11150- 1	12650	12850	13050	13250	
14	11400- 1	12900- 3	13100	13300	13500- 1	
15			13350	13550	13750	
16			13600	13800	14000	
17			13850	14050	14250	
18				14300- 1	14500	
19				14550	14750- 2	
20					15000- 1	
21					15250- 1	
22						
23						
24						
Salary Cost Per Lane	\$ 32,950	\$ 188,750	\$	\$ 14,300	\$ 110,750	\$
FTE Per Lane		3	17.5	1	3	

- A. Total Base Salary Cost (All Lanes) \$ 346,750
- B. Career Increments/Longevity (Total Costs) \$ 200
- C. Total Salary Schedule Costs (A + B) \$ 346,750
- D. Total FTE Teaching Staff (All Lanes) 22.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,754

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Otis D. Chubick Position Sup't Phone (519) 745-2671

Name of School District Bridgewater-Pontanelle AEA No. 14 Fall 1976 Enrollment 453

Increment	Lane I Name: 90 Hrs	Lane II Name: BA	Lane III Name: BA+10	Lane IV Name: BA+20	Lane V Name: MA	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,690.	\$ 3,700.---1	\$3,961. ---1	\$9,222.	\$9,570. ----1	\$
1	7,177.	9,004.---2	9,265. ---1	9,527.	9,874.	
2	7,395.	9,309.---3	9,570.	9,831.	10,179.	
3	7,612.	9,613.---3	9,874.	10,135.	10,483.	
4	7,830.	9,918.---3	10,179.	10,440.	10,788.	
5	3,047.	10,222.---3	10,483. ---1	10,744. ----1	11,092. ----1	
6	3,265.	10,527.---1	10,788.	11,049.	11,397. ----1	
7		10,831.---3	11,092.	11,353.	11,701. ----1	
8		11,136.	11,397.	11,653.	12,006.	
9		11,440.	11,701.	11,962.	12,310. ----1	
10		11,745.	12,006.	12,267.	12,615.	
11		12,049.	12,310. ---1	12,571.	12,919.	
12			12,615. ---1	12,876.	13,224.	
13				13,130.	13,528. ----1	
14					13,833.	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$176,914	\$ 53,634.	\$ 10,744	\$ 63,747.50	\$
FTE Per Lane		19	5	1	5.1	

- A. Total Base Salary Cost (All Lanes) \$ 305,039.50
- B. Career Increments/Longevity (Total Costs) \$ 7.20
- C. Total Salary Schedule Costs (A + B) \$ 305,039.50
- D. Total FTE Teaching Staff (All Lanes) 30.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,001.29+

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Warren Davison Position Superintendent Phone (515) 272-4102

Name of School District Swea City AEA No. 3 Fall 1976 Enrollment 450

Increment	Lane I Name: BA	Lane II Name: BA + 10	Lane III Name: BA + 20	Lane IV Name: MA	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,800	\$ 9,000	\$ 9,300	\$ 9,700	\$	\$
1	9,152 -2	9,360	9,672	10,080		
2	9,504 -1	9,720	10,044	10,476		
3	9,856	10,080	10,416 -1	10,864		
4	10,208 -5	10,440 -1	10,788	10,252 -1		
5	10,560	10,800	11,160-2.2	11,640		
6	10,912 -1	11,160	11,532	12,028		
7	11,264	11,520	11,904 -1	12,416		
8	11,616 -3.5	11,880	12,276	12,804-1.1		
9	11,968	12,240	12,648	13,192		
10	12,320	12,600	13,020	13,580		
11	12,672 -4.5	12,960-7.2	13,392	13,968-2.2		
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 141,504	\$ 103,752	\$ 46,872	\$ 55,065	\$	\$
FTE Per Lane	12.5	8.2	4.2	4.3		

- A. Total Base Salary Cost (All Lanes) \$ 347,193
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 347,193
- D. Total FTE Teaching Staff (All Lanes) 29.2
- E. Average Teacher Salary* (C ÷ D) \$ 11,890

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard Drake Position Supt. Phone (319) 257 6637

Name of School District Winfield-Mt. Union Community AEA No. 16 Fall 1976 Enrollment 445

Increment	Lane I Name: <u>110 hrs</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA 8</u>	Lane IV Name: <u>BA 16</u>	Lane V Name: <u>BA 24</u>	Lane VI Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8400 2.5	\$ 8652	\$ 8988	\$ 9240	\$ 9660
1		8736 1.4	8988 1	9324	9576	9996
2		9072 7	9324	9660	9912	10332
3		9408 2	9660	9996	10248 1	10668
4		9744	9996 1	10332	10584	11004
5		10080	10332	10668	10920	11340
6		10416	10668 1	11004	11256	11676
7		10752	11004	11340	11592	12012
8		11088	11340	11676	11928	12348
9	9139 1	11424 1.6	11676 1	12012	12264	12684
10			12012 2.7	12348	12600	13020 1
11				12684 2	12936	13356 1
12					13272 2	13692
13						14028 3
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9,139	\$ 133,824	\$ 73,762	\$ 25,368	\$ 36,792	\$ 68,460
FTE Per Lane	1	14.5	6.7	2	3	5

Increment	LANE VII Name: <u>MA 10</u>	LANE VIII Name: <u>MA 20</u>	LANE IX Name: <u>MA 30</u>	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9912	\$ 10164	\$ 10500	\$	\$	\$
1	10248	10500	10836			
2	10584	10836	11172			
3	10920	11172	11508			
4	11256	11508	11844			
5	11592	11844	12180			
6	11928	12180	12516			
7	12264	12516	12852			
8	12600	12852	13188			
9	12936	13188	13524			
10	13272	13524	13860			
11	13608	13860	14196			
12	13944	14196	14532			
13	14280	14532	14868			
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____

- A. Total Base Salary Cost (All Lanes) \$ 347,345.
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 347,345
- D. Total FTE Teaching Staff (All Lanes) 32.2
- E. Average Teacher Salary* (C ÷ D) \$ 10,787

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting W. B. Devine Position Superintendent Phone (712) 873-3128

Name of School District Woodbury Central AEA No. 12 Fall 1976 Enrollment 438

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA+10</u>	Name: <u>BA+20</u>	Name: <u>BA+30</u>	Name: <u>MA</u>	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8800 3	\$ 8976	\$ 9240	\$ 9460	\$ 9680	\$
1	9152 5	9335	9610	9838	10067	
2	9504 8	9694	9979	10217	10454	
3	9856 3	10053	10349	10595	10842	
4	10293 4	10412	10718	10974	11229	
5	10472 2	10681	10996	11527	11519	1
6	10736 4	10950	11273	11541	11810	
7	11000	11220	11550	11825	12100	1
8	11264	11489	11827	12109	12390	
9	11528	11759	12104	12397	12681	
10	11792	12028	12382	12676	12971	
11	11968	12207	12566	12866	13165	
12	12144 3	12387 3	12751	13055 1	13358	
13					13552	
14					13746	
15					13939 1	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 278,080	\$ 37,161	\$ 11,273	\$ 13,055	\$ 37,558	\$
FTE Per Lane	32	3	1	1	3	

A. Total Base Salary Cost (All Lanes)	\$ 377,127
B. Career Increments/Longevity (Total Costs)	\$ 00
C. Total Salary Schedule Costs (A + B)	\$ 377,127
D. Total FTE Teaching Staff (All Lanes)	40
E. Average Teacher Salary* (C ÷ D)	\$ 9,428

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Edward Stewart Position Superintendent Phone (515) 359-2235

Name of School District Central Webster AEA No. 5 Fall 1976 Enrollment 438

Increment	Lane I Name: 60 Hrs	Lane II Name: 75 Hrs	Lane III Name: 90 Hrs	Lane IV Name: 105 Hrs	Lane V Name: 120 Hrs	Lane VI Name: BA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6880	\$ 7224	\$ 7568	\$ 7912	\$ 8256	\$ 8600- 1
1	7224	7568	7912	8256	8600	8944- 2
2	7568	7912	8256	8600	8944	9288- 1
3	7912	8256	8600	8944	9288	9632- 1
4	8256	8600	8944	9288	9632	9976
5	8600	8944	9288	9632	9976	10320
6	8944- 1	9288	9632	9976	10320	10664
7			9976- 4	10320	10664	11008
8				10664	11008	11352
9					11352	11696- 1
10						12040- 2
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8944	\$ 0	\$ 39,904	\$ 0	\$ 0	\$ 81,884
FTE Per Lane	1	0	4	0	0	8

Increment	LANE VII Name: +10	LANE VIII Name: +20	LANE IX Name: MA	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8944	\$ 9288	\$ 9632	\$	\$	\$
1	9288	9632	10002			
2	9632	9976	10372			
3	9976	10320	10742			
4	10320- 2	10664	11112			
5	10664-.5	11008- 2	11482-.5			
6	11008	11352- 1	11852			
7	11352- 1	11696	12222			
8	11696- 1	12040	12592			
9	12040	12384	12962			
10	12384	12728	13332			
11	12728- 4	13072	13702			
12		13416- 2	14072			
13			14442- 1			
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 100,113	\$ 60,200	\$ 20,183	\$	\$	\$
FTE Per Lane	8.5	5	1.5			

- A. Total Base Salary Cost (All Lanes) \$ 310,528
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 310,528
- D. Total FTE Teaching Staff (All Lanes) 28.0
- E. Average Teacher Salary* (C ÷ D) \$ 11,090

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Tom Spear Position Superintendent Phone (515) 337-5313

Name of School District Orient-Macksburg Community AEA No. 14 Fall 1976 Enrollment 431

Increment	Lane I Name: <u>75 hr.</u>	Lane II Name: <u>90 hr.</u>	Lane III Name: <u>105 hr.</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA+15</u>	Lane VI Name: <u>BA+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7134	\$ 7482	\$ 7830	\$ 8700 4	\$ 9000	\$ 9300 0
1	7354	7702	8070	9000 4	9300	9600
2	7574	7922	8310	9300 1	9600 1	9900
3	7794	8142	8350	9600 1	9900	10,200
4	8014	8362	8790	9900	10,200	10,500
5		8582	9030	10,200	10,500	10,800
6		8802	9270	10,500 1	10,810 1*	11,120
7		9022 1	9510 4	10,800	11,120 1	11,430
8				11,100	11,430	11,740
9				11,400 1	11,740	12,050
10				11,700 2	12,050 1	12,360
11					12,360 2	12,670
12						12,980
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 9,022	\$ 38,040	\$ 135,000	\$ 63,652	\$ _____
FTE Per Lane	0	1	4	14	6	0

* .57 time
Schedule does not include LD or Title I teachers.

Increment	LANE VII Name: <u>MA</u>	LANE VIII Name: <u>MA + 15</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9600	\$ 9900				
1	9900	10,200				
2	10,200	10,500				
3	10,500	10,800				
4	10,800 1	11,100				
5	11,100	11,400				
6	11,430 1	11,740				
7	11,740	12,050				
8	12,050	12,360				
9	12,360	12,670				
10	12,670	12,980				
11	12,980	13,290				
12	13,290	13,600				
13	13,600	13,910				
14		14,220 1				
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 22,230	\$ 14,220	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	2	1				

- A. Total Base Salary Cost (All Lanes) \$ 282,474
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 282,474
- D. Total FTE Teaching Staff (All Lanes) 28
- E. Average Teacher Salary* (C ÷ D) \$ 10,077

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Wayne A. Cash Position Superintendent Phone (712)484-2212

Name of School District Carson-Macedonia Community AEA No. 13 Fall 1976 Enrollment 430

Increment	Lane I Name: 90 hours	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6970	\$ 8200	\$ 8610	\$ 9020	\$ 9430	\$ 9840
1	7216	8446	8856	9266	9676	10086
2	7544	8774	9184	9594	10004	10414
3	7954	9184	9594	10004	10414	10824
4	8200	9594	10004	10414	10824	11234
5	8528	10004	10414	10824	11234	11644
6	8938	10414	10824	11234	11644	12054
7		10824	11234	11644	12054	12464
8		11234	11644	12054	12464	12874
9			12054	12464	12874	13284
10			12464	12874	13284	13694
11				13284	13694	14104
12					14104	14514
13						14924
14		*7552 - 1				
15		(not full year)				
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$26,814	\$ 138,998	\$ 106,846	\$ 13,284	\$ _____	\$ _____
FTE Per Lane	3	15	9	1		

- A. Total Base Salary Cost (All Lanes) \$ 285,942
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 285,942
- D. Total FTE Teaching Staff (All Lanes) 28
- E. Average Teacher Salary* (C ÷ D) \$ 10,212

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting A. N. Wood Position Supt. Phone (712) 834-2262

Name of School District Everly Community AEA No. III Fall 1976 Enrollment 428

Increment	Lane I Name:	Lane II Name: BA	Lane III Name: BA+10	Lane IV Name: BA+20	Lane V Name: MA	Lane VI Name: MA+15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8600	\$ 8944	\$ 9288	\$ 9500	\$ 9975
1		8944	9288	9632	9975	10450
2		9288	9632	9976	10450	10925
3		9632	9976	10320	10925	11400
4		9976	10320	10664	10400	11875
5		10320	10664	11008	11875	12350
6		10664	11008	11352	12350	12825
7		11008	11352	11696	12825	13300
8		11352	11696	12040	13300	13775
9		11696	12040	12384	13775	14250
10		12040	12384	12728	14250	14725
11		12384	12728	13072	14725	15200
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 160,304	\$ 55,900	\$ _____	\$ 69,350	\$ 15,200
FTE Per Lane		16	4.5		5	1

- A. Total Base Salary Cost (All Lanes) \$ 300,754
- B. Career Increments/Longevity (Total Costs) \$ 4,397.10
- C. Total Salary Schedule Costs (A + B) \$ 305,151.10
- D. Total FTE Teaching Staff (All Lanes) 26.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,515.14

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting W. J. Weddingfeld Position Superintendent Phone (712) 764-4606

Name of School District Elk Horn-Kimballton Comm. AEA No. 13 Fall 1976 Enrollment 426

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8400 -1	\$ 8652	\$ 8904 -1	\$ 9156	\$ 9408	\$
1	8736 -2	8998	9260 -1	9522	9784	
2	9072 -1	9344	9616 -1	9888	10160	
3	9408 1.5	9690 -1	9972	10254	10536	
4	9744 -1	10036	10328 -1	10620 -1	10912	
5	10080 -3	10382	10674	10986	11288	
6	10416 -2	10728	11030	11352 -1	11664	
7	10752	11074	11386	11718	12040	
8	11088 -1	11420	11742	12084	12416	
9	11424	11766 -1	12098	12450 -1	12792	
10	11760 -2	12112 -2	12454	12816	13168	
11			12810 -1	13182	13544	
12			13166	13548	13920	-1
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 145,264	\$ 45,680	\$ 50,918	\$ 34,912	\$ 14,520	\$
FTE Per Lane	14.5	4	5	3	1	

- A. Total Base Salary Cost (All Lanes) \$ 291,294
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 291,294
- D. Total FTE Teaching Staff (All Lanes) 27.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,592.50

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Laverne H. Hueholt Position Superintendent Phone (515) 427-5226

Name of School District Y-J-B Community School AEA No. XI Fall 1976 Enrollment 423

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: MA	Lane IV Name:	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9600 - 4	\$ 9850	\$ 9150	\$	\$	\$
1	8850 - 3	9100	9400			
2	9100 - 5	9360	9670			
3	9350 - 3	9620	9940			
4	9600 - 3	9880	10210			
5	9850 - 1	10140	10480			
6	10050 - 1	10350	10700			
7	10250	10560	10920			
8	10450 - 2	10770	11140			
9	10640 - 4	10970	11360			
10		11170	11570			
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 246,660	\$	\$	\$	\$	\$
FTE Per Lane	26					

*Includes 3 non-degree teachers and their salaries not shown on this schedule

- A. Total Base Salary Cost (All Lanes) \$ 272,392 *
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 272,392 *
- D. Total FTE Teaching Staff (All Lanes) 29 *
- E. Average Teacher Salary* (C ÷ D) \$ 9392.92 *

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Jack Jones Position Superintendent Phone (712) 624-8645

Name of School District Malvern Community AEA No. 13 Fall 1976 Enrollment 423

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: BA+30	Lane V Name: MA	Lane VI Name: MA+12
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500-7	\$ 8755	\$ 9010	\$ 9265	\$ 9520	\$ 9775
1	8755-1	9010	9265	9520	9775	10030
2	9010-4	9265	9520-1	9775	10030	10285
3	9265-1	9520-1	9775	10030	10285-1	10540
4	9520-1	9775	10030	10285	10540	10795
5	9775-2	10030	10285	10540	10795	11050
6	10030	10285	10540	10795	11050	11305
7	10285	10540-1	10795	11050	11305	11560
8	10540-1	10795	11050	11305	11560	11815
9	10795	11050	11305	11560	11815	12070
10		11305-1	11560	11815	12070	12325-1
11		11560	11815	12070	12325	12580
12		11815-1	12070	12325	12580	12835
13			12325-1	12580	12835	13090
14				12835	13090	13345
15				13090	13345	13600
16				13345-2	13600	13855
17		13090-1			13855	14110
18					14110-1	14365
19		13600-1				14620-1
20						
21						
22						
23						
Salary Cost Per Lane	\$ 153170	\$ 69870	\$ 21845	\$ 26690	\$ 24395	\$ 26945
FTE Per Lane	17	6	2	2	2	2

- A. Total Base Salary Cost (All Lanes) \$ 322,915.00
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 322,915.00
- D. Total FTE Teaching Staff (All Lanes) 31
- E. Average Teacher Salary* (C ÷ D) \$ 10,416.61

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gary Schichtl Position Supt. Phone (515) 829-4484

Name of School District Ventura AEA No. 2 Fall 1976 Enrollment 422

Increment	Lane I Name: BA	Lane II Name: 12	Lane III Name: 24	Lane IV Name: MA	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 2	\$ 8950	\$ 9300	\$ 9650	\$	\$
1	8900 3	9250	9600	9950		
2	9200 3	9550	9900	10250		
3	9500 5	9850 2	10200	10550		
4	9800 1	10150	10500	10850		
5	10100 1	10450	10800	11150		
6	10400	10750	11100	11450		
7	10700 1	11050	11400	11750		
8	11000 1	11350 1	11700	12050		
9	11300 4	11650	12000	12350		
10		11950 2	12300	12650		
11			12600 3	12950		
12				13250		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 195700	\$ 54950	\$ 37800	\$ 33450	\$	\$
FTE Per Lane	20	5	3	3		

- A. Total Base Salary Cost (All Lanes) \$ 321900
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 321900
- D. Total FTE Teaching Staff (All Lanes) 31
- E. Average Teacher Salary* (C ÷ D) \$ 10383.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John F. Smeltzer Position Supt. of School Phone (515) 379-1526

Name of School District Twin Rivers Comm. AEA No. 5 Fall 1976 Enrollment 420

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+15	Name: MA	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8750. 5	\$ 9070	\$ 9650	\$	\$	\$
1	9000 1	9345	9975			
2	9250 1	9620	10,300			
3	9500 4	9895	10,625			
4	9750 1	10,170	10,950			
5	10,000	10,445	11,275			
6	10,250	10,720	11,600			
7	10,500	10,995	11,925			
8	10,750 1	11,270	12,250			
9	11,000	11,545	12,575			
10	11,250 4	11,820 1	12,900 1			
11		12,095	13,225			
12		12,370 6	13,550			
13			13,875			
14			14,200 1			
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 165,550.	\$ 86,040.	\$ 27,100.	\$	\$	\$
FTE Per Lane	17	7	2			

- A. Total Base Salary Cost (All Lanes) \$ 278,690.
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 278,690.
- D. Total FTE Teaching Staff (All Lanes) 26
- E. Average Teacher Salary* (C ÷ D) \$ 10,720.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Elbert Sobotka Position Supt. Phone (515) 434-2302

Name of School District Nesco Comm. AEA No. XI Fall 1976 Enrollment 420

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+12	Name: BA+24	Name: MA	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700 4	\$ 8961	\$ 9222	\$ 9570	\$	\$
1	8961 4	9229	9498	9857		
2	9229 2	9506	9783	10152		
3	9506 2	9791	10077	10457		
4	9886 1	10183	10480	10875		
5	10282	10590	10899	11310 2		
6	10693	11014	11335	11763		
7	11121	11455	11788	12233		
8	11445	11798	12142	12600		
9	11798	12152	12506	12978		
10	12152	12516	12881	13368		
11	12517 -9	12892	13268	12769		
12		13278 1	13666	14182 1		
13						
14	\$125 longevity	\$125 Long.	\$125 long.	\$125 long.		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 231163	\$ 13403	\$ 0	\$ 37380	\$	\$
FTE Per Lane	22	1		3		

- A. Total Base Salary Cost (All Lanes) \$ 280696
- B. Career Increments/Longevity (Total Costs) \$ 1250
- C. Total Salary Schedule Costs (A + B) \$ 281946
- D. Total FTE Teaching Staff (All Lanes) 26
- E. Average Teacher Salary* (C ÷ D) \$ 10844.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Darwin A. Winke Position Supt. Phone (515) 473-2840

Name of School District Gladbrook Community AEA No. 6 Fall 1976 Enrollment 416

Increment	Lane I Name: <u>90 hrs</u>	Lane II Name: <u>105 hrs</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA + 15</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,589	\$ 8,207	\$ 8,825	\$ 9,125	\$ 9,425	\$
1	7,766	8,384	9,125 - 2	9,425	9,725	
2	7,942	8,560	9,425 - 5	9,725 - 1	10,025	
3	8,119	8,737	9,725 - 2	10,025 - 1	10,325	
4	8,295 - 1	8,913 - 1	10,025 - 2	10,325	10,625	
5			10,325	10,625 - 1	10,925	
6			10,625 - 2	10,925 - 1	11,225	
7			10,925	11,225	11,525	
8			11,225	11,525	11,825 - 1	
9			11,525 - 1	11,825 - 1	12,125 - 1	
10				12,125 - 2	12,425	
11					12,725 - 1	
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8,295	\$ 8,913	\$ 137,650	\$ 77,375	\$ 36,675	\$
FTE Per Lane	1	1	14	7	3	

- A. Total Base Salary Cost (All Lanes) \$ 268,908
- B. Career Increments/Longevity (Total Costs) \$ 1,592
- C. Total Salary Schedule Costs (A + B) \$ 270,500
- D. Total FTE Teaching Staff (All Lanes) 26
- E. Average Teacher Salary* (C ÷ D) \$ 10,403

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting David L. Lau Position Supt. Phone (513) 276-4451

Name of School District Plainfield Community AEA No. 7 Fall 1976 Enrollment 414

Increment	Lane I Name: <u>B...</u>	Lane II Name: <u>B...+15</u>	Lane III Name: <u>B...+30</u>	Lane IV Name: <u>M...</u>	Lane V Name: <u>M...+15</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9000 - 1	\$ 9250	\$ 9500	\$ 9750	\$ 10,000	\$
1	9360 - 3	9620	9880	10140	10,400	
2	9720 - 4	9900	10260	10530	10,800	
3	10080 - 2	10360	10640	10920	11,200	
4	10440	10730	11020	11310	11,600	
5	10800 - 2	11100	11400	11700 - 1	12,000	
6	11160	11470 - 1	11780	12090	12,400	
7	11520 - 1	11840	12160	12480	12,800	
8	11880 - 4	12210	12540	12870	13,200	
9	12240	12580	12920	13260	13,600	
10	12600 - 3.5	12950 - 1	13300	13650	14,000	
11		13135 - 1	13430	13845	14,200	
12			13630	14040 - 1	14,400 - 1	
13						
14						
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21						
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23						
24						
Salary Cost Per Lane	\$ 220,360	\$ 27,555	\$	\$ 25,740	\$ 14,400	\$
FTE Per Lane	20.5	3		2	1	

- A. Total Base Salary Cost (All Lanes) \$ 299,555
- B. Career Increments/Longevity (Total Costs) \$ 26,000
- C. Total Salary Schedule Costs (A + B) \$ 325,555
- D. Total FTE Teaching Staff (All Lanes) 26.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,866.25

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gordon Jensen Position Supt. Phone (155) 373-6124

Name of School District Gilmore City-Bradgate Comm. AEA No. 5 Fall 1976 Enrollment 413

Increment	Lane I Name: <u>90 Hrs.</u>	Lane II Name: <u>105 Hrs.</u>	Lane III Name: <u>120 Hrs.</u>	Lane IV Name: <u>B.A.</u>	Lane V Name: <u>B.A. +15</u>	Lane VI Name: <u>B.A.+30</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7395.	\$ 7830.	\$ 8265.	\$ 8700. 4	\$ 9135.	\$ 9309.
1	7617.	8065.	8513.	9048. 3	9500.	9681.
2	7839.	8300.	8761.	9396. 1	9865.	10053.
3	8061.	8535.	9009.	9744.	10230.	10425.
4	8283.	8770.	9257.	10092.	10595.	10797.
5	8505.	9005.	9505.	10440. 1	10960.	11169.
6	8727.	9240.	9753.	10745. 2	11280. 2	11495.
7	8949.	9475.	10001.	11050. 2	11600.	11821.
8	9171. 1	9710.	10249.	11355. 1	11920.	12147.
9			10497.	11660.	12240. 1	12473.
10			10745.	11965. 2	12560.	12799.
11				12270. 1	12880.	13125.
12				12575. 1	13200.	13451.
13					13520. 2	13777.
14						
15						
16						
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21						
22						
23						
24						
Salary Cost Per Lane	\$ 9171.	\$	\$	\$ 185,500	\$ 61,840	\$
FTE Per Lane	1			13	5	

Salary Cost Per Lane
FTE Per Lane

Increment	LANE VII Name: <u>M.A.</u>	LANE VIII Name: <u>M.A.+15</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9570.	\$ 9744.	\$	\$	\$	\$
1	9953.	10134.				
2	10336.	10524.				
3	10719.	10914.				
4	11102.	11304.				
5	11485.	11694.				
6	11820.	12035.				
7	12155.	12376.				
8	12490.	12717.				
9	12825.	13058.				
10	13160.	13399. 1				
11	13495.	13740.				
12	13830. 1	14081.				
13	14165.	14422. 1				
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 13,830.	\$ 27,821.	\$	\$	\$	\$
FTE Per Lane	1	2				

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 298,162.
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 298,162.
- D. Total FTE Teaching Staff (All Lanes) 27
- E. Average Teacher Salary* (C ÷ D) \$ 11,043.04

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard Ott Position Superintendent Phone (712) 782-3126

Name of School District Irwin Community AEA No. 13 Fall 1976 Enrollment 412

Increment	Lane I Name: <u>90</u>	Lane II Name: <u>105</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA+12</u>	Lane V Name: <u>BA+24</u>	Lane VI Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,760.	\$ 7,183.	\$ 8,450. 3	\$ 8,872. 1	\$ 9,211.	\$ 9,295.
1	7,098.	7,521.	8,830. 3	9,253. 1	9,591.	9,675.
2	7,436.	7,859.	9,211.	9,633.	9,971.	10,055.
3	7,774.	8,197.	9,591.	10,013. 1	10,351.	10,436.
4	8,112.	8,535.	9,971. 3	10,393.	10,732.	10,816.
5			10,351. 1	10,773. 1	11,111. 2	11,196. 1
6			10,732.	11,154.	11,492. 1	11,577.
7			11,111. 1	11,534.	11,872.	11,957.
8			11,492.	11,914.	12,252. 1	12,337.
9			11,872. 2	12,295.	12,633.	12,717.
10				12,675. 3	13,013. 2	13,098.
11						13,478.
12						
13						
14						
15						
16						
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19						
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21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$115,087.	\$ 76,936.	\$ 71,992.	\$ 11,196.
FTE Per Lane	0	0	13	7	6	1

- A. Total Base Salary Cost (All Lanes) \$ 275,211.
- B. Career Increments/Longevity (Total Costs) \$ 1,000.
- C. Total Salary Schedule Costs (A + B) \$ 276,211
- D. Total FTE Teaching Staff (All Lanes) 27
- E. Average Teacher Salary* (C ÷ D) \$ 10,230.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John W. Cook Position Supt. Phone (515) 227-3102

Name of School District Baxter Community School AEA No. 11 Fall 1976 Enrollment 406

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+8</u>	Lane III Name: <u>BA+16</u>	Lane IV Name: <u>BA+24</u>	Lane V Name: <u>BA+30</u>	Lane VI Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8850 - 3	\$ 8892	\$ 9149	\$ 9405	\$ 9662	\$ 10089
1	8832 - 3	9185 - 1	9450	9715	9980 - 1	10422
2	9114 - 2	9479 - 2	9752 - 1	10026	10299	10755 - 1
3	9396 - 1	9772 - 1	10054	10336	10618	11088
4	9679	10066 - 1	10356	10646	10937	11421
5	9961	10359 - 2	10658 - 1	10957	11256	11754 - 1
6	10243 - 1	10653	10960	11267	11574	12087 - 2
7	10525	10946	11262	11578	11893	12420
8	10807	11240 - 1	11564	11888 - 1	12212	12753
9	11089	11533	11866	12198	12531	13085
10	11372	11826 - .5	12168	12509 - 1	12850	13418 - 1
11						
12						
13						
14						
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18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 90013	\$ 85852	\$ 20410	\$ 24397	\$ 9980	\$ 60101
FTE Per Lane	10	8.5	2	2	1	5

- A. Total Base Salary Cost (All Lanes) \$ 290753
- B. Career Increments/Longevity (Total Costs) \$ -
- C. Total Salary Schedule Costs (A + B) \$ 290753
- D. Total FTE Teaching Staff (All Lanes) 30.5
- E. Average Teacher Salary* (C ÷ D) \$ 9533

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Joseph Hrecz Position Supt. Phone (712) 933-2242

Name of School District Clay Central Community AEA No. 3 Fall 1976 Enrollment 405

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A.+8</u>	Name: <u>B.A.+16</u>	Name: <u>B.A.+24</u>	Name: <u>M.A.</u>	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600- 2	\$ 8710	\$ 8927	\$ 9144	\$ 9578	\$
1	9030- 1	9146	9327	9555	10009	
2	9460- 3	9582	9731	9966	10440	
3	9890- 1	10018	10133	10377	10871	
4	10320- 1	10454	10535	10788- 1	11302- .5	
5	10449- 1	10672	10937	11199- 1	11733	
6	10772	11020	11294	11565	12116	
7	11095	11368	11651	11931 .5	12499	
8	11418	11716	12008	12297	12882	
9	11741- .5	12021	12320	12617	13217	
10	11978	12326	12632	12937	13552	
11	12193- 2	12544- 1	12855	13166	13791	
12		12762- 2	13078	13395	14030	
13			13301- 3.5	13624	14269	
14				13853- 2	14508- 1	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 115526-	\$ 38068-	\$ 46554-	\$ 55659-	\$ 20159-	\$
FTE Per Lane	11.5	3.0	3.5	4.5	1.5	

- A. Total Base Salary Cost (All Lanes) \$ 275966
- B. Career Increments/Longevity (Total Costs) \$ --
- C. Total Salary Schedule Costs (A + B) \$ 275966
- D. Total FTE Teaching Staff (All Lanes) 24.0
- E. Average Teacher Salary* (C ÷ D) \$ 11499

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Keith G. Reinhardt Position Superintendent Phone (712) 674-3248

Name of School District Dow City-Arion Community AEA No. 12 Fall 1976 Enrollment 400

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 hrs.</u>	Name: <u>B.A.</u>	Name: <u>B.A.+15</u>	Name: <u>B.A.+30</u>	Name: <u>M.A.</u>	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,395	\$ 8,675- 4	\$ 8,995	\$ 9,187	\$ 9,379	\$
1	7,550	8,920- 1	9,240- 1	9,432	9,624- 1	
2	7,705	9,165-	9,485- 1	9,677	9,869	
3	7,860	9,410- 1	9,730	9,922	10,114	
4	8,015	9,655- 1	9,975	10,167	10,359- 1	
5	8,170	9,900- 2	10,220- 1	10,412	10,604- 1	
6	8,325	10,145	10,465- 1	10,657	10,849	
7	8,480- 1	10,390- 2	10,710	10,902	11,904	
8		10,635- 2	10,995- 1	11,147	11,339	
9		10,880- 2	11,200	11,392	11,584	
10		11,125- 2	11,445- 3	11,637	11,829- 1	
11					12,074	
12					12,319- 1	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 8,480	\$ 168,545	\$ 84,740	\$ 0	\$ 54,735	\$
FTE Per Lane	1	17	8	0	5	

- A. Total Base Salary Cost (All Lanes) \$ 316,500
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 316,500
- D. Total FTE Teaching Staff (All Lanes) 31
- E. Average Teacher Salary* (C ÷ D) \$ 10,209.67

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Daniel C. Bowman Position Superintendent Phone (712) 445-3225

Name of School District Willow AEA No. 12 Fall 1976 Enrollment 399

Increment	Lane I Name: 75 hrs.	Lane II Name: 90 hrs.	Lane III Name: 105 hrs.	Lane IV Name: BA	Lane V Name: BA+15	Lane VI Name: BA+30	LANE VII Name: A
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6888	\$ 7140	\$ 7392	\$ 8400 (2)	\$ 8652	\$ 8820	\$ 9072
1	7232	7497	7762	8820	9085	9261	9526
2	7577	7854	8131	9240 (3)	9517	9702	9979
3	7852	8140	8427	9576	9863	10055	10342
4	8128	8425	8723	9912 (1.6)	10209	10408	10705
5	8403	8711	9018	10248 (2.33)	10555	10760	11068
6	8679	8996	9314	10584 (2)	10902	11113	11431
7	8886 (1)	9211 (1)	9536	10836 (2)	11161	11378	11703
8			9757	11088 (3)	11421 (2)	11642	11975 (1)
9				11340 (1)	11680	11907	12247 (1)
10				11592 (2)	11940	12172	12519
11					12199	12436	12792
12					12459	12701 (1)	13064 (1)
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
Salary Cost Per Lane	\$ 8886	\$ 9211	\$ _____	\$ 194,885	\$ 22842	\$ 12701	\$ 37286
FTE Per Lane	1	1		18.93	2	1	3

- A. Total Base Salary Cost (All Lanes) \$ 285,811
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 285,811
- D. Total FTE Teaching Staff (All Lanes) 26.93
- E. Average Teacher Salary* (C ÷ D) \$ 10613

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Rod Wilbeck Position Supt. Phone (515)928-2717

Name of School District Titonka Consolidated AEA No. #3 Fall 1976 Enrollment 396

Increment	Lane I Name: 75 Hrs.	Lane II Name: 90 Hrs.	Lane III Name: 105 Hrs	Lane IV Name: BA	Lane V Name: BA+8	Lane VI Name: BA+16
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6156	\$ 6840	\$ 7610	\$ 8550 -4	\$ 8721	\$ 8935
1	6371	7079	7876	8892 -1	9063	9292
2	6587	7318	8142	9234 -4	9405	9650
3	6802	7558	8408	9576 -3.7	9747 -2	10006
4	7018	7798	8675	9918 -3	10089	10364
5	7233	8037	8941	10260 -1	10431	10721
6	7449	8276	9207	10602 -1	10773 -1	11079
7	7664	8516	9474 -1	10944	11115	11436
8	7880	8755	9740	11286 -2	11457	11794
9	8095	8995	10006	11628 -1	11799	12151
10				11970 -1	12141	12508
11				12312 -2	12483 -1	12866
12						
13						
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21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$ 9474	\$ 236,869	\$ 42,750	\$ _____
FTE Per Lane			1	23.7		

Increment	LANE VII Name: BA+24	LANE VIII Name: MA	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9105	\$ 9320	\$	\$	\$	\$
1	9463	9692				
2	9821	10065				
3	10177	10438 -1				
4	10535	10810				
5	10893	11183				
6	11250	11556				
7	11607	11929				
8	11965	12302				
9	12322	12675				
10	12680	13047				
11	13037	13420 -.5				
12						
13						
14						
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16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 17,148	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane		1.5				

- A. Total Base Salary Cost (All Lanes) \$ 306,241
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 306,241
- D. Total FTE Teaching Staff (All Lanes) 30.2
- E. Average Teacher Salary* (C ÷ D) \$ 10,140

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Glee Guess Position Supt. Phone (515) 996-2221

Name of School District Van Meter Community AEA No. 11 Fall 1976 Enrollment 390

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff
0	\$	\$	\$	\$	\$	\$
1						
2						
3						
4						
5						
6						
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8						
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24						
	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____

WE HAVE NO SALARY SCHEDULE

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 272,064
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 272,064
- D. Total FTE Teaching Staff (All Lanes) 26
- E. Average Teacher Salary* (C ÷ D) \$ 10,464

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard T. Glidden Position Supt. Phone (319) 425-3303

Name of School District Fayette Community AEA No. 1 Fall 1976 Enrollment 390

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u> Salary-Staff	Name: <u>BA + 10</u> Salary-Staff	Name: <u>BA + 20</u> Salary-Staff	Name: <u>MA</u> Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff
0	\$ 8,400 - 1	\$ 8,568	\$ 8,736	\$ 9,240	\$	\$
1	8,685 - 3	8,859	9,033	9,554		
2	8,971 .57	9,150	9,330	9,868		
3	9,256 - 2	9,441	9,627	10,182 -.5		
4	9,550 - 1	9,741	9,932	10,505		
5	9,853	10,050 -2.75	10,247	10,838		
6	10,155	10,358	10,561	11,171		
7	10,458	10,667	10,876	11,503		
8	10,768 - 1	10,984	11,199	11,845		
9	11,079	11,301	11,522	12,187 -.6		
10	11,407 .57	11,635 - 6	11,863 - 1	12,547		
11				12,760 - 2		
12						
13						
14						
15						
16						
17						
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19						
20						
21						
22						
23						
24						
	\$ <u>84,928</u>	\$ <u>97,447</u>	\$ <u>11,863</u>	\$ <u>37,923</u>	\$ _____	\$ _____
		<u>10.14</u>	<u>8.75</u>	<u>1</u>	<u>3.1</u>	

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 232,161
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 232,161
- D. Total FTE Teaching Staff (All Lanes) 22.99
- E. Average Teacher Salary* (C ÷ D) \$ 10,098.35

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert L. Watt Position Supr. Phone (515) 542-3211

Name of School District Northwest Webster AEA No. 5 Fall 1976 Enrollment 386

Increment	Lane I Name: <u>110 hrs</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA 15</u>	Lane IV Name: <u>BA 30</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA 5</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8200	\$ 8800	\$ 9075	\$ 9375	\$ 9700	\$ 10050
1	8425	9050-4	9350	9675	10025	10400
2	8650	9300-2	9625	9975	10350	10750
3	8875	9550-1	9900	10275	10675	11100
4	9100	9800-3	10175	10575	11000	11450
5	9325	10050	10450-1	10875	11325	11800
6	9550-1	10300-2	10725-1	11175	11650	12150
7	9775	10550-1	11000	11475	11975-1	12500
8	10000	10880-1	11275	11775	12300	12850
9		11050-3	11550	12075	12625	13200
10			11825-5	12375-1.5	12950-1	13550
11						
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23						
24						
Salary Cost Per Lane	\$9550.00	\$168,930.00	\$80,300.00	\$17,562.50	\$24,925.00	\$000,000.00
FTE Per Lane	1	17	7	1.5	2	0

- A. Total Base Salary Cost (All Lanes) \$ 302,267.50
- B. Career Increments/Longevity (Total Costs) \$ 000,000.00
- C. Total Salary Schedule Costs (A + B) \$ 302,267.50
- D. Total FTE Teaching Staff (All Lanes) 28.15
- E. Average Teacher Salary* (C ÷ D) \$ 10,605.88

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dale Sorensen Position Superintendent Phone (515) 583-2304

Name of School District Corwith-Wesley AEA No. 2 Fall 1976 Enrollment 385

Increment	Lane I Name: <u>105 hr.</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>B.A.+10</u>	Lane IV Name: <u>B.A.+20</u>	Lane V Name: <u>M.A.</u>	Lane VI Name: <u>M.A.+15</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7200	\$ 8550 - 1	\$ 8750	\$ 8950	\$ 9250	\$ 9550
1	7466	8866 - .5	9074	9281	9592	9903
2	7754	9208 - 2	9424	9639	9962	10285
3	8042	9550 - 1	9774	9997	10332	10667
4	8330	9892 - 2.5	10124 - 1	10355	10702	11049
5	8618	10234 - 1	10474	10713	11072	11431
6	8906	10576 - 2	10824	11071	11442	11813
7	9194 - 1.5	10918 - 1	11174	11429 - 1	11812 - 1	12195
8		11260 - 1	11524	11787	12182	12577
9		11602	11874	12145	12552	12959
10		11944 - 1	12224 - 2.5	12503	12922	13341
11				12861 - 2	13292	13723
12					13662 - 1	14105
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 13,791	\$ 131,187	\$ 40,724	\$ 37,151	\$ 25,474	\$ 0
FTE Per Lane	1.5	13	3.5	3	2	0

- A. Total Base Salary Cost (All Lanes) \$ 248,327
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 248,327
- D. Total FTE Teaching Staff (All Lanes) 23
- E. Average Teacher Salary* (C ÷ D) \$ 10,797

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Phyllis Auen Position Secy Phone (712) 664-2627
 Name of School District Wall Lake Community AEA No. 5 Fall 1976 Enrollment 383

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name: MA+20	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600. -2	\$ 8800.	\$ 9000.	\$ 9200.	\$ 9400.	\$
1	8901. - 3	9117	9342	9559	9785	
2	9202 -1	9434	9684	9918	10,170.	
3	9503. -1	9751	10,026.	10,277.	10,555.	
4	9804. -1	10,068.	10,368.	10,636.	10,930.	
5	10,105.	10,385.	10,710.	10,995. - 1	11,315.	
6	10,406. - 1	10,702.	11,052.	11,354.	11,700.	
7	10,707. - 1	11,019.	11,394.	11,731.	12,085.	
8	11,008.	11,336.	11,736.	12,072.	12,470.	
9	11,309. - 8	11,653. -1	12,073.	12,431.	12,855.	
10		11,970. -2	12,420. - 1	12,790. - 1	13,240.	
11			12,762.	13,149.	13,625.	
12			13,401.	13,508.	14,010.	
13				13,367.	14,395.	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 103,907.	\$ 35,593.	\$ 12,420.	\$ 23,785.	\$	\$
FTE Per Lane	18	3	1	2		

- A. Total Base Salary Cost (All Lanes) \$ 255,795.
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 255,795.
- D. Total FTE Teaching Staff (All Lanes) 24
- E. Average Teacher Salary* (C ÷ D) \$ 10,658.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Smith Position Sup Phone (712) 272-3324
 Name of School District Newell-Providence Community AEA No. 5 Fall 1976 Enrollment 382

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: BA + 30	Lane IV Name: M.A.	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700 --1	\$ 8961	\$ 9222	\$ 9483	\$	\$
1	8961 --5	9222 --1	9483	9744		
2	9222 --4.5	9483 --1	9744	10005		
3	9483 --2	9744	10005	10266		
4	9744 --1	10005 -- .7	10266	10527		
5	10005 -- .5	10266	10527	10788		
6	10266	10527 --1	10788 --1	11049		
7	10527	10788	11049	11310		
8	10788	11049	11310	11571		
9	11049 --1	11310 --1	11571	11832		
10	11310 --5	11571	11832	12093		
11		11832	12093	12354 -- .7		
12				12615		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 196315.00	\$ 47545.50	\$ 10788	\$	\$	\$
FTE Per Lane	20	4.7	1	.7		

- A. Total Base Salary Cost (All Lanes) \$ 263295.00
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 263295.00
- D. Total FTE Teaching Staff (All Lanes) 26.4
- E. Average Teacher Salary* (C ÷ D) \$ 10126.75

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Phyllis Auen Position Secy Phone (712) 664-2627

Name of School District Wall Lake Community AEA No. 5 Fall 1976 Enrollment 383

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name: MA+20	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600. -2	\$ 8800.	\$ 9000.	\$ 9200.	\$ 9400.	\$
1	8901. - 3	9117	9342	9559	9785	
2	9202 -1	9434	9684	9918	10,170.	
3	9503. -1	9751	10,026.	10,277.	10,555.	
4	9804. -1	10,068.	10,368.	10,636.	10,930.	
5	10,105.	10,385.	10,710.	10,995. - 1	11,315.	
6	10,406. - 1	10,702.	11,052.	11,354.	11,700.	
7	10,707. - 1	11,019.	11,394.	11,731.	12,085.	
8	11,008.	11,336.	11,736.	12,072.	12,470.	
9	11,309. - 8	11,653. -1	12,078.	12,431.	12,855.	
10		11,970. -2	12,420. - 1	12,790. - 1	13,240.	
11			12,762.	13,149.	13,625.	
12			13,401.	13,508.	14,010.	
13				13,867.	14,395.	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 183,997.	\$ 35,593.	\$ 12,420.	\$ 23,785.	\$	\$
FTE Per Lane	18	3	1	2		

- A. Total Base Salary Cost (All Lanes) \$ 255,795.
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 255,795.
- D. Total FTE Teaching Staff (All Lanes) 24
- E. Average Teacher Salary* (C ÷ D) \$ 10,658.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Smith Position Sup Phone (712) 272-3324

Name of School District Newell-Providence Community AEA No. 5 Fall 1976 Enrollment 382

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: BA + 30	Lane IV Name: M.A.	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700 --1	\$ 8961	\$ 9222	\$ 9483	\$	\$
1	8961 --5	9222 --1	9483	9744		
2	9222 --4.5	9483 --1	9744	10005		
3	9483 --2	9744	10005	10266		
4	9744 --1	10005 -- .7	10266	10527		
5	10005 -- .5	10266	10527	10788		
6	10266	10527 --1	10788 --1	11049		
7	10527	10788	11049	11310		
8	10788	11049	11310	11571		
9	11049 --1	11310 --1	11571	11832		
10	11310 --5	11571	11832	12093		
11		11832	12093	12354 -- .7		
12				12615		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 196315.00	\$ 47545.50	\$ 10788	\$	\$	\$
FTE Per Lane	20	4.7	1	.7		

- A. Total Base Salary Cost (All Lanes) \$ 263295.00
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 263295.00
- D. Total FTE Teaching Staff (All Lanes) 26.4
- E. Average Teacher Salary* (C ÷ D) \$ 10126.75

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting T. R. Craigmile Jr. Position Superintendent Phone (712) 467-5665

Name of School District CEDAR VALLEY AEA No. 5 Fall 1976 Enrollment 371

Increment	Lane I Name: 90 hrs.	Lane II Name: 105 hrs.	Lane III Name: B.A.	Lane IV Name: BA+10	Lane V Name: BA+20	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,850.00 (2)	\$ 9,400.00 (1)	\$ 8,575.00 (5)	\$ 8,850.00	\$ 9,125.00	\$ 9,675.00
1			8,850.00 (2)	9,125.00 (1)	9,400.00	9,950.00
2			9,125.00	9,400.00	9,675.00	10,225.00
3			9,400.00 (3)	9,675.00	9,950.00 (1)	10,500.00
4			9,675.00 (1)	9,950.00	10,225.00	10,775.00
5			9,950.00 (.5)	10,225.00	10,500.00	11,050.00
6			10,225.00	10,500.00	10,775.00	11,325.00
7			10,500.00	10,775.00 (1)	11,050.00	11,600.00
8			10,775.00	11,050.00	11,325.00	11,875.00
9			11,050.00 (2)	11,325.00 (1)	11,600.00	12,150.00
10					11,875.00 (1)	12,425.00
11						12,700.00 (2)
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 17,700.00	\$ 9,400.00	\$ 125,525.00	\$ 31,225.00	\$ 21,825.00	\$ 25,400.00
FTE Per Lane	2.0	1.0	13.5	3.0	2.0	2.0

A. Total Base Salary Cost (All Lanes) \$ 231,075.00
 B. Career Increments/Longevity (Total Costs) \$ _____
 C. Total Salary Schedule Costs (A + B) \$ 231,075.00
 D. Total FTE Teaching Staff (All Lanes) 23.5
 E. Average Teacher Salary* (C ÷ D) \$ 9,832.98

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Eva H. Chard Position Secretary Phone (712) 835-2275

Name of School District South Clay Community AEA No. III Fall 1976 Enrollment 366

Increment	Lane I Name: <u>60 Hrs</u>	Lane II Name: <u>75 Hrs</u>	Lane III Name: <u>90 Hrs</u>	Lane IV Name: <u>105 Hrs</u>	Lane V Name: <u>BA</u>	Lane VI Name: <u>BA 12</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6600	\$ 6700	\$ 6800	\$ 6900	\$ 8900- 2	\$ 9100
1	6798	6901	7004	7107	9167- 2	9373
2	6996	7102	7211	7314	9434- 1	9646
3	7194	7303	7415	7521	9701- 1	9919
4	7392	7504	7619	7728	9968- 1	10192- 1
5	7590	7705	7823	7935	10235- 3	10465
6	7788	7906	8027	8142	10502- 2	10738- 1
7	7986	8107	8231	8349	10769	11011- 1
8	8184	8308	8435- 1	8556	11036	11284
9	8382	8509	8639	8763	11303- 1	11557
10	8580	8710- 1	8843- 2	8970- 1	11570- 1	11830
11					11837	12103
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 0	\$ 8710	\$ 26,121	\$ 8970	\$ 139,819	\$ 31,941
FTE Per Lane	0	1	3	1	14	3

Increment	LANE VII Name: <u>BA 24</u>	LANE VIII Name: <u>MA</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9400	\$ 9700	\$	\$	\$	\$
1	9682	9991				
2	9964	10282				
3	10246	10573				
4	10528	10864- 1				
5	10810	11155				
6	11092	11446				
7	11374	11737				
8	11656	12028				
9	11938	12319				
10	12220	12610				
11	12502- 3	12901				
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 37,506	\$ 10,864	\$	\$	\$	\$
FTE Per Lane	3	1				

- A. Total Base Salary Cost (All Lanes) \$ 263,931
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 263,931
- D. Total FTE Teaching Staff (All Lanes) 26
- E. Average Teacher Salary* (C ÷ D) \$ 10,151

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Leland A. Anderson Position Superintendent Phone (712) 436-2244

Name of School District Meriden-Cleghorn Comm. AEA No. IV Fall 1976 Enrollment 360

Increment	Lane I Name: BA	Lane II Name: BA +15	Lane III Name: MA	Lane IV Name:	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,600	\$ 8,900	\$ 9,200	\$	\$	\$
1	8,900	9,200	9,500			
2	9,200	9,500	9,800			
3	9,500	9,800	10,100			
4	9,800	10,100	10,400			
5	10,100	10,400	10,700			
6	10,400	10,700	11,000			
7	10,700	11,000	11,300			
8	11,000	11,300	11,600			
9	11,300	11,600	11,900			
10		11,900	12,200			
11			12,500			
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						

(We are currently in a transition period. Not all of our teachers are on the right steps at this time. Thus, we cannot give you an accurate breakdown for the 76-77 School Year.)

Salary Cost Per Lane \$ _____ \$ _____ \$ _____ \$ _____ \$ _____ \$ _____

FTE Per Lane _____

- A. Total Base Salary Cost (All Lanes) \$ _____
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ _____
- D. Total FTE Teaching Staff (All Lanes) _____
- E. Average Teacher Salary* (C ÷ D) \$ _____

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert Crouse Position Supt. Phone (515) 387-2315

Name of School District Maxwell Community AEA No. 11 Fall 1976 Enrollment 360

Increment	Lane I Name: BA	Lane II Name: BA+12	Lane III Name: BA+24	Lane IV Name: MA	Lane V Name: MA+12	Lane VI Name: MA+24
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 - 2.5	\$ 8858 -	\$ 9116	\$ 9600	\$ 9888	\$10176
1	8858 - 2	9116	9374	9888	10176	10464
2	9116 - .5	9374	9718	10176	10464	10848
3	9374 - 3	9718	9976	10464	10848	11136
4	9718	9976	10234	10848 - .5	11136	11424
5	9976 - 2	10234	10492	11136	11424	11712
6	10234 - 1	10492	10750	11424	11712	12000
7	10492 - 1	10750	11008	11712	12000	12288
8	10750	11008	11266	12000 - 1	12288	12576
9	11008 - 1	11266 - 2	11524	12288	12576	12864
10	11266	11524	11782	12576	12864	13152
11	11524 - 3.5	11782 - 2	12040	12864	13152	13440
12				13152	13440	13728
13				13440	13728	14016
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						

Salary Cost Per Lane \$163,916 \$ 46,096 \$ None \$ 17,424 \$ None \$ None

FTE Per Lane 16.5 4 1.5

- A. Total Base Salary Cost (All Lanes) \$ 227436
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 227,436
- D. Total FTE Teaching Staff (All Lanes) 22
- E. Average Teacher Salary* (C ÷ D) \$ 10,338

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Gerald Cummins Position Supt. Phone (712) 729-3281

Name of School District Sanborn Community AEA No. 4 Fall 1976 Enrollment 358.4

Increment	Lane I Under Name: BA	Lane II Name: BA	Lane III Name: BA + 15	Lane IV Name: BA + 30	Lane V Name: "A"	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7134	\$ 8700- 3	\$ 9048	\$ 9396	\$ 9744	\$
1	7395	9048- 1	9396	9744	10092	
2	7656	9396	9744	10092	10440	
3	7917	9744- 1.4	10092	10440	10788	
4	8178	10092- 1	10440	10738	11136	
5	8439	10440	10788	11136	11484	
6	3700	10788- 3	11136	11484	11832	
7	3961	11136	11484	11832	12180	
8	9222	11484	11832	12190	12528	
9	9483	11832- 1	12180	12528	12876	
10	9744	12180	12528- .7	12876	13224	
11	10005- 2	12528	12876	13224	13572	
12		12976- 3	13224- 1.3	13572- 1	13920	
13			13572- 1	13920	14268- 1	
14				14268- 1	14616	
15					14964- 2	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 29,010	\$ 141,706	\$ 46,145	\$ 27,940	\$ 44,106	\$
FTE Per Lane		13.4	3.5	2	3	

- A. Total Base Salary Cost (All Lanes) \$ 270,307
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 270,307
- D. Total FTE Teaching Staff (All Lanes) 23.9
- E. Average Teacher Salary* (C ÷ D) \$ 11,711

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard Sachman Position Supt. Phone (312) 443-3333

Name of School District Urbana Community AEA No. 10 Fall 1976 Enrollment 358

Increment	Lane I ND Name: 50 hrs.	Lane II ND Name: 50 hrs.	Lane III Name: "A"	Lane IV Name: BA+12	Lane V Name: BA+21	Lane VI Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$ 3800	\$ 4264	\$ 4728	\$ 5192
1			4064	4528	4992	5456
2			4328	4792	5256	5720
3			4592	4956	5420	5884
4			4856	5120	5584	6048
5			5120	5284	5748	6212
6			5384	5448	5912	6376
7			5648	5612	6076	6540
8			5912	5776	6240	6704
9			6176	5940	6404	6868
10	7236 .5	8120 1	6440 2	6104	6568	7032
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 3965	\$ 8120	\$ 197,296	\$ 4,828	\$	\$ 10,120
FTE Per Lane	.5	1	20.5	.5		1

- A. Total Base Salary Cost (All Lanes) \$ 224,432
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 224,432
- D. Total FTE Teaching Staff (All Lanes) 23.5
- E. Average Teacher Salary* (C ÷ D) \$ 9550

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting H.Gary Keplinger Position Supt. Phone (712) 848-3350

Name of School District Rolfe Community School AEA No. 5 Fall 1976 Enrollment 350

Increment	Lane I Name: BA	Lane II Name: Ba6	Lane III Name: BA 12	Lane IV Name: BA18	Lane V Name: BA24	Lane VI Name: BA30	LANE VII Name: BA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700-2.5	\$ 8850	\$ 9000	\$ 9150	\$ 9300	\$ 9450	\$ 9500
1	8970-2	9120	9270	9420	9570	9720	9770
2	9240-1	9390-2	9540	9690	9840	9990	10040-1
3	9510-2	9660	9810	9960	10110-1	10260	10310
4	9780-1	9930	10080	10230	10380	10530	10580-1
5	10010	10160-1	10310	10460	10610	10760	10810
6	10240	10390	10540	10690	10840	10990	11040
7	10470	10620-1	10770	10920	11070	11220	11270
8	10700	10850	11000	11150	11300	11450	12500
9	10930-1	11080	11230	11380	11530	11680	11730
10	11160	11310	11460	11610	11760	11910	11960
11	11390	11540	11690	11840	11990	12140	12190
12	11620	11770-2	11920	12070	12220	12370	12420
13			12150-1	12300-2	12450	12600-1	12650
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 88,660	\$ 63,100	\$ 12,150	\$ 24,600	\$ 10,110	\$ 12,600	\$ 20,620
FTE Per Lane	9.5	6	1	2	1	1	2

A. Total Base Salary Cost (All Lanes)	\$ 231,840
B. Career Increments/Longevity (Total Costs)	\$ 00
C. Total Salary Schedule Costs (A + B)	\$ 231,840
D. Total FTE Teaching Staff (All Lanes)	22.5
E. Average Teacher Salary* (C ÷ D)	\$ 10,304

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Russell E. Hilker Position Supt. Phone (712) 379-3117

Name of School District Essex Community AEA No. 13 Fall 1976 Enrollment 350

Increment	Lane I No Name: Degree	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8600-2	\$ 8850	\$ 9100	\$ 9350	\$
1		8800	9070	9330	9590	
2		9000-2	9290	9560	9830	
3		9200-1	9510	9790	10070	
4		9400	9730	10020	10310	
5		9600-3	9950	10250	10550	
6		9800-0.5	10170-1	10480	10790	
7		10000-2	10390-1	10710	11030	
8		10200-1	10610	10940-1	11270	
9	8375-2	10400	10830	11170	11510	
10		10600	11050	11400	11750	
11		10800-2.5	11270	11630	11990	
12		11000	11490	11860	12230	
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 16,750	\$ 146,300	\$ 32,050	\$ 10,940	\$ -0-	\$
FTE Per Lane	2	15	3	1	0	

A. Total Base Salary Cost (All Lanes)	\$ 206,040
B. Career Increments/Longevity (Total Costs)	\$
C. Total Salary Schedule Costs (A + B)	\$ 206,040
D. Total FTE Teaching Staff (All Lanes)	21
E. Average Teacher Salary* (C ÷ D)	\$ 9,811.43

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting James E. Pasut Position Supr. Phone (515) 938-2233

Name of School District Blakesburg Community AEA No. 15 Fall 1976 Enrollment 346

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BSE-BA</u>	Name: <u>BA + 15</u>	Name: <u>MA</u>	Name: <u>MA + 15</u>	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
1	\$ 8800 - 5	\$ 9040	\$ 9280 - 1	\$ 9520	\$	\$
2	9040	9280	9520	9760		
3	9280 - 2	9520	9760	10,000		
4	9520	9760	10,000	10,240		
5	9760 - 2	10,000	10,240	10,480		
6	10,000	10,240	10,480	10,720		
7	10,240 - 1	10,480	10,720	10,960		
8	10,480	10,720	10,960 - 1	11,200		
9	10,720	10,960	11,200	11,440		
10	10,960	11,200 - 1	11,440	11,680		
<p>* Note: 13 teachers are at the proper step others will be below step due to a clause in our Master Contract. Prior to the 1976-77 we had no schedule. To avoid raises being excessively large when being placed at or near the proper step. Also, we have 4 non-degree teachers whose salary is in no way tied to the schedule. (See Sec. 5 paragraph I of 1976-77 Master Contract.)</p> <p>Sec. 5 Paragraph I - 1976-77 Master Contract - Current employees holding baccalaureate degrees will be placed upon the proper step of the salary schedule or given a 15% raise being based on their 1975-76 salary excluding extra curricular compensation, whichever is lower for the 1976-77 school year as determined by the Board of Directors</p> <p>Total of "off step" 46991.00 Total of "non-degree" 25200.00 72191.00</p>						
<p>Salary Cost Per Lane</p> <p>FTE Per Lane</p>						
	\$ 83,520	\$ 11,200	\$ 20,240	\$	\$	\$
		10	1	2		

- A. Total Base Salary Cost (All Lanes) \$ _____*
- B. Career Increments/Longevity (Total Costs) \$ _____*
- C. Total Salary Schedule Costs (A + B) \$ 187,151.00
- D. Total FTE Teaching Staff (All Lanes) 22
- E. Average Teacher Salary* (C ÷ D) \$ 8,506.86

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting W. B. Fredin Position Supt. Phone (712) 332-5642

Name of School District Arnolds Park AEA No. 3 Fall 1976 Enrollment 345

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI	LANE VII
	Name: <u>115 Mrs.</u>	Name: <u>BA</u>	Name: <u>BA + 10</u>	Name: <u>BA + 20</u>	Name: <u>BA + 30</u>	Name: <u>MA</u>	Name: <u>MA + 10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8625	\$ 8875	\$ 9175	\$ 9475	\$ 9775	\$ 10075	\$ 10375
1	8875	9200 2.0	9500	9800	10100	10400	10700
2	9125	9525	9825	10125	10425	10725	11025
3	9375	9850 2.0	10150	10450	10750	11050 1.0	11350
4	9625	10175 1.0	10475	10775 1.0	11075	11375	11675
5	9875	10500	10800	11100	11400	11700	12000 .5
6	10125	10825 1.0	11125	11425 .5	11725	12025	12325 1.0
7	10375	11150 3.0	11450	11750	12050 1.0	12350	12650
8	10625 1.0	11475 1.0	11775	12075	12375	12675	12975
9		11800	12100 1.0	12400	12700	13000	13300 1.0
10			12425	12725	13025	13325	13625
11				13050	13350	13650 1.0	13950 1.0
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
<p>+ (3000.00 paid from Gen. Fund for Title I salary) (Not included in teaching staff below)</p> <p>+ (\$2760.00 paid for librarian from Gen. Fund) (Not included in teaching staff below)</p>							
<p>Salary Cost Per Lane</p> <p>FTE Per Lane</p>							
	\$ 10625.00	\$ 104025.00	\$ 12100.00	\$ 19487.00	\$ 14810.00	\$ 24700.00	\$ 45575.00
		1.0	1.0	1.5	1.0	2.0	3.5

- A. Total Base Salary Cost (All Lanes) \$ 231322.00
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 231322.00
- D. Total FTE Teaching Staff (All Lanes) 20
- E. Average Teacher Salary* (C ÷ D) \$ 11566.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting LOUISE HALES Position BOARD SECRETARY Phone (712) 853-6111

Name of School District TERRIL COMMUNITY SCHOOL AEA No. III Fall 1976 Enrollment 344

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: 90 hours	Name: 105 hours	Name: BA	Name: BA+ 12	Name: BA * 24	Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6545	\$ 6800	\$ 8500 - 1	\$ 8840	\$ 9180	\$ 9520
1	6807	7072	8840 - 2.33	9194	9547	9901
2	7069	7344	9180 - 2.5	9548	9914	10282
3	7331	7616	9520 - 2.67	9902	10281 - 1	10663 - 1
4	7593	7888	9860 - 2.88	10256	10648 - 1	11044
5	7855	8160	10200	10610	11015	11425
6	8117	8432	10540 - 1	10964	11382	11806
7	8379	8704	10880	11318	11749	12187
8	8641	8976	11220	11672	12116	12568
9	8903	9248	11560	12026	12483	12949
10	9165 - 1	9520 - 3	11900	12380	12850	13330
11			12240 - 3	12734	13217	13711 - 1
12						14092
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9165.	\$ 28,560.	\$ 153,122.	\$	\$ 20,929.	\$ 24,374.
FTE Per Lane	1	3	15.38		2	2

- A. Total Base Salary Cost (All Lanes) \$ 236,150.
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 236,150.
- D. Total FTE Teaching Staff (All Lanes) 23.38
- E. Average Teacher Salary* (C ÷ D) \$ 10,100.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting James D. Jess Position Superintendent Phone (515) 579-6085

Name of School District CAL Community School AEA No. 2 Fall 1976 Enrollment 344

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: Non-degree	Name: B.A.	Name: B.A. + 15	Name: BA + 30	Name: M.A.	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7900	\$ 8900 - 6.9	\$ 9100 - 1.0	\$ 9325	\$ 9675 - 1.0	\$
1	8175	9250	9450	9675	10025	
2	8450	9600 - 2.5	9800	10025	10375	
3	8675	9875 - 3.0	10075	10300	10650	
4	8900	10150 - 1.0	10350 - 1.0	10575	10925 - 1.0	
5	9125	10425 - 2.0	10625	10850	11200	
6	9325 -.6	10700	10900 - 1.0	11125	11475	
7		10975 - 1.0	11175	11400	11750	
8		11250	11450	11675	12025	
9		11525	11725	11950	12300	
10		11800	12000	12225	12575	
11			12225 - 1.0	12450	12850	
12				12675 - 2.0	13125	
13					13350 - 2.0	
14					13575	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 5,595	\$ 157,010	\$ 42,575	\$ 25,350	\$ 47,300	\$
FTE Per Lane	.6	16.4	4.0	2.0	4.0	

- A. Total Base Salary Cost (All Lanes) \$ 277,830
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 277,830
- D. Total FTE Teaching Staff (All Lanes) 27
- E. Average Teacher Salary* (C ÷ D) \$ 10,290

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Kieth V. Tadlock Position Supt. Phone (515) 377-2764

Name of School District Colo Community School AEA No. 11 Fall 1976 Enrollment 343

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA + 12	Name: BA + 24	Name: BA + 36	Name: MA	Name: MA + 15
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,800 - 3.1	\$ 9,020	\$ 9,240	\$ 9,460	\$ 9,680 - 1	\$ 9,900
1	9,000 - 3	9,220	9,440	9,660	9,880	10,100
2	9,200 - 5	9,420	9,640	9,860	10,080 - 1	10,300
3	9,400 - 1	9,620 - 0	9,840	10,060	10,280	10,500
4	9,600 - 0	9,820	10,040	10,260	10,480	10,700
5	9,800 - 1	10,020	10,240	10,460	10,680 - 1	10,900
6	10,000 - 3	10,220	10,440	10,660	10,880	11,100
7	10,250 - 1	10,470	10,690	10,910	11,130	11,350
8	10,500 - 1	10,720	10,940	11,160	11,380	11,600
9	10,750 - 0	10,970	11,190	11,410	11,630	11,850
10	11,025 - 2.5	11,245	11,465	11,685	11,905	12,125
11		11,520 - 0	11,740	11,960	12,180	12,400
12			12,015	12,235	12,455 - .6	12,675
13				12,510	12,730	12,950
14					13,005	13,225
15					13,280	13,500
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 197,792	\$ 0	\$ 0	\$ 0	\$ 37,913	\$ 0
FTE Per Lane	20.5	0	0	0	3.6	0

- A. Total Base Salary Cost (All Lanes) \$ 235,705
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 235,705
- D. Total FTE Teaching Staff (All Lanes) 24.2
- E. Average Teacher Salary* (C ÷ D) \$ 9,740

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting M. Wishman Position Superintendent Phone (515) 677-2222

Name of School District Central Dallas AEA No. 11 Fall 1976 Enrollment 341

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+15	Name: MA	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,700 - 5.9	\$ -0-	\$ -0-	\$	\$	\$
1	9,048 - 3	9,396	10,092			
2	9,396 - 1	9,744	10,440			
3	9,744 - 2	10,092	10,788			
4	10,092 - 1	10,440	11,136			
5	10,440 - 2	10,788 - 1	11,484			
6	10,788 - 2	11,136	11,832			
7	11,136	11,484 - 1	12,180 - .85			
8	11,484	11,832	12,528 - 1			
9	11,832	12,180	12,876			
10		12,528 - 1.5	13,224			
11			13,572			
12			13,920 - 2			
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 159,906	\$ 41,064	\$ 50,721	\$	\$	\$
FTE Per Lane	16.9	3.5	3.85			

- A. Total Base Salary Cost (All Lanes) \$ 251,691
- B. Career Increments/Longevity (Total Costs) \$ -0-
- C. Total Salary Schedule Costs (A + B) \$ 251,691
- D. Total FTE Teaching Staff (All Lanes) 24.25
- E. Average Teacher Salary* (C ÷ D) \$ 10,379.01

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. E. Whitmyre Position Supt. Phone (712) 829-2162

Name of School District Stanton Community AEA No. 14 Fall 1976 Enrollment 340

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 Hrs.</u>	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>+30/MA</u>	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$6640	\$8300	\$8571	\$8860	\$	\$
1	6844	8542 - 1	8842	9149		
2	7048	8784 - 1	9113 - 1	9438		
3	7252	9026 - 2.5	9384 - 1	9727		
4	7456	9268	9655	10016		
5	7660	9510 - 1	9926	10305		
6	7864	9752	10197	10594		
7	8068	9994 - 1	10468	10883		
8	8272	10236	10739	11172		
9		10478	11010	11461		
10		10720	11281 - 1	11750		
11		10962 - 4.5	11552 - 4	12039 - 2		
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$	\$ 108724	\$ 74986	\$ 24078	\$	\$
FTE Per Lane		11	7	2		

C. Total Salary Schedule Costs (A + B) -- \$207788
 D. Total FTE Teaching Staff (All lanes) 20
 E. Average Teacher Salary (C ÷ D) 10390

Name of Person Reporting Ingvert Appel Position Supt. Phone (712) 652-3331

Name of School District Scranton Cosolidated Schools AEA No. 5 Fall 1976 Enrollment 337

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B A</u>	Name: <u>B A+10</u>	Name: <u>BA + 20</u>	Name: <u>MA</u>	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7900	\$ 8295	\$ 8710	\$ 9146	\$	\$
1	8216-1	8627	9058	9512		
2	8532-1	8959	9406	9878		
3	8848	9291	9754	10244- .5		
4	9164- 1	9623- 1	10102	10610		
5	9559- 2	10038- 1	10538- 1	11067- 1		
6	9954	10453	10974	11524		
7	10349	10868	11410	11981		
8	10665- 1	11200- 1	11758	12347		
9	10981- 1	11532	12106	12713		
10	11297- 3	11864- 1	12454	13079		
11		12196- 1	12802- .5	13445- 1		
12		12528- 3	13150	13811		
13			13498	14177		
14				14543		
15				14909- 1		
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 100,567	\$ 92,505	\$ 16939	\$ 4,543	\$	\$
FTE Per Lane	10	8	1.5	3.5		

A. Total Base Salary Cost (All Lanes) \$254,554
 B. Career Increments/Longevity (Total Costs) \$ 000
 C. Total Salary Schedule Costs (A + B) \$254,554
 D. Total FTE Teaching Staff (All Lanes) 23
 E. Average Teacher Salary* (C ÷ D) \$ 11,067

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting T. B. Dunsmoor Position Supt. Phone (515) 869 - 1732

Name of School District Wellsburg Community AEA No. 6 Fall 1976 Enrollment 334

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA + 15	Name: BA + 30	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,750 3	\$ 9,013	\$ 9,275			
1	9,013 5	9,275	9,538			
2	9,275	9,538	9,800			
3	9,581	9,844	10,150			
4	9,888 2	10,150 1	10,500			
5	10,194 2	10,456 3	10,850			
6	10,500 1	10,763 1	11,200			
7	10,806	11,025	11,550			
8	11,113	11,375	11,900			
9	11,419	11,681	12,250			
10	11,725	11,988	12,600			
11	12,031 1	12,294	12,950 1			
12	13,338	12,600	13,300			
13		12,906 3	13,650 1			
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 134,010	\$ 90,999	\$ 26,600	\$	\$	\$
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ 251,609
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 251,609
- D. Total FTE Teaching Staff (All Lanes) 24
- E. Average Teacher Salary* (C ÷ D) \$ 10,484

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Eugene C. Zobel Position Principal Phone (317) 622-3115

Name of School District Avonia Community AEA No. 10 Fall 1976 Enrollment 333

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: BA+15	Name: BA+24	Name: MA	Name: MA+15	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,100-3	\$ 9,005	\$ 9,222	\$ 9,483	\$ 9,657	\$
1	9,035-1	9,344	9,561	9,866	10,040	
2	9,370-2.5	9,653	9,781	10,249-1	10,423	
3	9,705	10,022-1	10,240	10,631	10,805	
4	10,040-3	10,362-1	10,579	11,014-1	11,188	
5	10,375	10,701-1	10,719	11,397	11,571	
6	10,710	11,040-2	11,258	11,760	11,934	
7	11,045	11,380	11,597	12,163-1	12,337	
8	11,380	11,719	11,936	12,575	12,749	
9	11,715	12,053	12,270	12,923	13,102	
10	12,050	12,398-1	12,615-1	13,211	13,485	
11	12,384	12,737	12,954-1	13,694	13,869-1	
12	12,719-2	13,070-1	13,274	14,077	14,251	
13		13,415-1	13,633	14,459	14,633	
14				14,842-1	15,016	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 114,118	\$ 100,074	\$ 25,269	\$ 45,268	\$ 13,568	\$
FTE Per Lane	11.5	8	2	1	1	

- A. Total Base Salary Cost (All Lanes) \$ 293,877
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 293,877
- D. Total FTE Teaching Staff (All Lanes) 26.5
- E. Average Teacher Salary* (C ÷ D) \$ 11,089

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Bob Steele Position Superintendent Phone 619 678-2142

Name of School District Lost Nation Community AEA No. 9 Fall 1976 Enrollment 331

Increment	Lane I Name: <u>90 hrs</u>	Lane II Name: <u>R.A.</u>	Lane III Name: <u>BA +12</u>	Lane IV Name: <u>BA +24</u>	Lane V Name: <u>M.A.</u>	Lane VI Name: <u>MA +12</u>	Lane VII Name: <u>MA +12</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7123	\$ 8300	\$ 9152	\$ 9504	\$ 9856	\$ 10208	\$ 10560
1	7430	9152	9504	9856	10203	10560	10912
2	7732	9504	9856	10203	10560	10912	11264
3	8134	9856	10203	10560	10912	11264	11616
4	8536	10203	10560	10912	11264	11616	11968
5	8938	10560	10912	11264	11616	11968	12320
6	9240	10912	11264	11616	11968	12320	12672
7	9592	11264	11616	11968	12320	12672	13024
8		11616	11968	12320	12672	13024	13376
9		11968	12320	12672	13024	13376	13728
10		12320	12672	13024	13376	13728	14080
11			13024	13376	13728	14080	14432
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 9592	\$ 123,829	\$ 26,048	\$ 11,616	\$ 13,306	\$ 21,120	\$ 0000
FTE Per Lane	1.0	12.2	1.0	1.0	1.35	1.5	0.0

- A. Total Base Salary Cost (All Lanes) \$205,511
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$205,511
- D. Total FTE Teaching Staff (All Lanes) 18.05
- E. Average Teacher Salary* (C ÷ D) \$ 11,335.65

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Patricia Tuel Position Secretary Phone (515) 838-2208

Name of School District Stratford Community AEA No. 5 Fall 1976 Enrollment 330

Increment	Lane I Name: <u>105 hrs</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+12</u>	Lane IV Name: <u>BA+24</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8256	\$ 8600	\$ 8944	\$ 9288	\$ 9632	\$
1	8600	8944	9288	9632	9976	
2	8944	9288	9632	9976	10320	
3	9288	9632	9976	10320	10664	
4	9632	9976	10320	10664	11008	
5	9976	10320	10664	11008	11352	
6	10320	10664	11008	11352	11696	
7	10664	11008	11352	11696	12040	
8		11352	11696	12040	12384	
9		11696	12040	12384	12728	
10			12384	12728	13072	
11				13072	13416	
12						
13						
14						
15						
16						
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19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ _____	\$ 141,642	\$ 40,936	\$ 23,392	\$ 24,080	\$ _____
FTE Per Lane		14.25	3.50	2	2	

- A. Total Base Salary Cost (All Lanes) \$ 230,050.
- B. Career Increments/Longevity (Total Costs) \$ -
- C. Total Salary Schedule Costs (A + B) \$ 230,050.
- D. Total FTE Teaching Staff (All Lanes) 21.75
- E. Average Teacher Salary* (C ÷ D) \$ 10,577.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Cecil G. McGinnis Position Supt. Phone (515) 447-2517

Name of School District Murray Community AEA No. 14 Fall 1976 Enrollment 328

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A. +15</u>	Name: <u>M.A.</u>	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8200.00 -9	\$ 8500.00	\$ 8800.00 -1	\$	\$	\$
1	8400.00 -1	8700.00 -1	9000.00			
2	8600.00 -1	8900.00 -1	9200.00 -1			
3	8800.00	9100.00	9400.00			
4	9000.00	9300.00 -1	9600.00			
5	9200.00	9500.00	9800.00 -1			
6	9400.00 -.5	9700.00	10000.00			
7	9600.00	9900.00	10200.00			
8	9800.00	10100.00	10400.00			
9	10000.00	10300.00	10600.00 -.5			
10	10200.00	10500.00	10800.00			
11	10400.00	10700.00	11000.00			
12	10600.00 -3	10900.00 -2	11200.00 -2			
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 127,300.00	\$ 48,700.00	\$ 55,500.00	\$	\$	\$
FTE Per Lane	14.5	5	5.5			

- A. Total Base Salary Cost (All Lanes) \$ 231,500.00
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 231,500.00
- D. Total FTE Teaching Staff (All Lanes) 25
- E. Average Teacher Salary* (C ÷ D) \$ 9,260.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Jerry Mullins Position Superintendent Phone (515)499-2005

Name of School District Garwin Community AEA No. 6 Fall 1976 Enrollment 328

Increment	Lane I Name: Non-degree	Lane II Name: B. A.	Lane III Name: B.A.+15	Lane IV Name: M. A.	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,525	\$ 9,025	\$ 9,300	\$ 9,625	\$	\$
1	8,750	9,300- 2	9,575	9,950		
2	8,995	9,575- 3	9,850- 1	10,275		
3	9,230- 1	9,850- 1	10,125	10,600- 1		
4	9,465	10,125- 2	10,400- 1	10,925		
5	9,700- 1	10,400- 1	10,675	11,250		
6		10,675- 1.5	10,950	11,575- 1		
7		10,950- .57	11,225	11,900		
8		11,225	11,500	12,225		
9		11,500	11,775	12,550		
10		11,775- 1	12,050	12,875		
11			12,325- 1	13,200		
12				13,525		
13				13,850- 1		
14						
15						
16						
17						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 18,930	\$ 121,855	\$ 32,575	\$ 36,025	\$	\$
FTE Per Lane		2	12.07	3	3	

- A. Total Base Salary Cost (All Lanes) \$ 209,385.
- B. Career Increments/Longevity (Total Costs) \$ ---
- C. Total Salary Schedule Costs (A + B) \$ 209,385.
- D. Total FTE Teaching Staff (All Lanes) 20.07
- E. Average Teacher Salary* (C ÷ D) \$ 10,433.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dale McIntosh, Supt. Position Supt. Phone (712) 784-2251

Name of School District Walnut Community AEA No. 13 Fall 1976 Enrollment 320

Increment	Lane I Name: BA	Lane II Name: BA + 15	Lane III Name: MA	Lane IV Name:	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8300 7	\$ 8800	\$ 9300	\$	\$	\$
1	8632 4	9152	9672			
2	8977 1	9518	10059			
3	9336 4	9899	10461			
4	9709 1	10295	10879			
5	10097	10707	11314 1			
6	10501 1	11135	11767			
7	10921	11580	12238			
8	11358	12043	12728			
9	11812	12525	13237			
10	12284 4	13026 1	13766 2			
11						
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23						
24						
Salary Cost Per Lane	\$ 209,941	\$ 13,326	\$ 29,620	\$	\$	\$
FTE Per Lane	22.0	1.0	2.1			

- A. Total Base Salary Cost (All Lanes) \$ 250,941
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 250,941
- D. Total FTE Teaching Staff (All Lanes) 25.1
- E. Average Teacher Salary* (C ÷ D) \$ 9879.57

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Allen Edwards Position Sup't Phone (515) 852-4162

Name of School District Dows Community AEA No. 5 Fall 1976 Enrollment 320

Increment	Lane I Name: BA	Lane II Name: BA + 8	Lane III Name: BA + 15	Lane IV Name: BA + 24	Lane V Name: BA + 30	Lane VI Name: MA + 10
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8650 - 2.5	\$ 8823 - 1	\$ 8996	\$ 9255	\$ 9515	\$ 10034
1	8996 - 2	9169	9342 - 1	9601 - 1	9861	10380
2	9342 - 3	9515	9688	9947	10207	10726
3	9688	9861	10034	10293	10553 - 1	11072
4	10034 - 2	10207 - 1	10380 - 1	10639		11418
5	10380	10553	10726	10985		11764
6	10726	10899	11072 - .5	11331		12110
7	11072	11245 - 1	11418	11677		12456
8	11418	11591	11764	12023		12802
9	11764	11937	12110 - .5	12369		13148
10	12110	12283	12283 - .5	12715		13494
11	12160 - 1	12333 - 2		13061 - 1		13840
12						14186
13						14532 - 1
14						15347 - 1
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 90,529	54,941	\$ 36,954	\$ 22,662	\$ 10,553	\$ 29,879
FTE Per Lane	10.5	5	3.5	2	1	2

- A. Total Base Salary Cost (All Lanes) \$ 245,518
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 245,518
- D. Total FTE Teaching Staff (All Lanes) 24
- E. Average Teacher Salary* (C ÷ D) \$ 10,230

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles S. Hartwig Position Supt. Phone (319) 655-7641

Name of School District Deep River-Millersburg AEA No. 10 Fall 1976 Enrollment 317

Increment	Lane I Name: 00	Lane II Name: BA	Lane III Name: BA+8	Lane IV Name: BA+16	Lane V Name: BA+24	Lane VI Name: BA+32	Lane VII Name: MA
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7138	\$ 8600 - 4	\$ 8772 - 1	\$ 8944	\$ 9116	\$ 9288	\$ 9460
1	7439	8944 - 1	9116	9288	9460	9632	9804
2	7740	9288 - 3	9460	9632	9804	9976	10148
3	8041	9632	9804	9976	10148	10320	10492
4	8342	9976	10148	10320 - 1	10492 - 1	10664	10836
5	8643	10320 - 1	10492	10664	10836	11008	11180
6	8944	10664	10836 - 1	11008	11180	11352 - 1	11524
7	9245	11008	11180	11352	11524	11696	11868
8	9546 - 1	11352	11524	11696	11868	12040	12212
9	9847	11696	11868	12040	12212	12384	12556
10	10148 - .5	12040	12212	12384	12556	12728	12900
11		12384	12556	12728	12900	13072	13244
12		12728 - 1	12900	13072 - 1	13244	13416	13588 - 2
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 14620	\$ 94256	\$ 19608	\$ 23392	\$ 10492	\$ 11352	\$ 27176
FTE Per Lane	1.5	10	2	2	1	1	2

- A. Total Base Salary Cost (All Lanes) \$ 200896
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 200896
- D. Total FTE Teaching Staff (All Lanes) 19.5
- E. Average Teacher Salary* (C ÷ D) \$ 10302

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting A. H. Thomas Position Supt. Phone (515) 857-3201

Name of School District Dumont Community School AEA No. 2 Fall 1976 Enrollment 314

Increment	Lane I Name: <u>60 s.h.</u>	Lane II Name: <u>70 s.h.</u>	Lane III Name: <u>80 s.h.</u>	Lane IV Name: <u>90 s.h.</u>	Lane V Name: <u>100 s.h.</u>	Lane VI Name: <u>110 s.h.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6800	\$ 7081	\$ 7370	\$ 7650	\$ 7931	\$ 8220
1	7004	7293	7591	7880	8169	8467
2		7506	7812	8109	8407	8713
3			8033	8339	8645	8960
4				8568	8883	9206
5					9121	9453
6						9700-1
7						
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22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ 9700
FTE Per Lane						1

Increment	LANE VII Name: <u>BA</u>	LANE VIII Name: <u>BA+8</u>	LANE IX Name: <u>3+16</u>	LANE X Name: <u>BA+24</u>	LANE XI Name: <u>31+32</u>	LANE XII Name: <u>BA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 3500-2 -1	\$ 8670	\$ 8840	\$ 9010	\$ 9130	\$ 9350
1	8840-2	9017	9194	9370	9547	9724
2	9130-2	9364	9547	9731	9914	10098
3	9520-1	9710-1	9901	10091	10282	10472
4	9860-1	10057-1	10254	10452	10649	10846
5	10200-1	10404-1	10608	10812	11016	11220-2
6	10540	10751-1	10962	11172	11385	11594-0.4
7	10880	11098	11315	11533	11750	11968
8	11220	11444	11669-1	11893	12118	12342
9	11560	11791	12022	12254	12485	12716
10	11900-2	12138	12376-1	12614	12852	13090
11						13464
12						13838-1
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 115,090	\$ 40922	\$ 24045	\$ _____	\$ _____	\$ 40916
FTE Per Lane	12	4	2			3.4

- A. Total Base Salary Cost (All Lanes) \$ 230,573
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 230,573
- D. Total FTE Teaching Staff (All Lanes) 22.4
- E. Average Teacher Salary* (C ÷ D) \$ 10,298

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. David P. Holmes Position Supt. Phone (712) 886-5231

Name of School District East Monona Community School AEA No. XII Fall 1976 Enrollment 307

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>106 hr. Non-degree</u>	Name: <u>BA</u>	Name: <u>BA +12</u>	Name: <u>BA +24</u>	Name: <u>MA</u>	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1		9020 6	9240	9460	9680	
2		9240 5	9460	9680	9900	
3		9460 3	9680	9900	10120 1	
4		9680	9900	10120	10340	
5		9900	10120	10340	10560	
6		10120 1	10340	10560	10780	
7		10340	10560	10780	11000 1	
8		10560 3	10780	11000	11220	
9	8687 1	10780 1	11000	11220	11440	
10		11000	11220	11440	11660	
11			11440	11660	11880	
12			11660	11880	12100 1	
13						
14						
15						
16						
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19						
20						
21						
22						
23						
Salary Cost Per Lane	\$8687	\$181,280	\$	\$	\$33220	\$
FTE Per Lane	1	19			3	

- A. Total Base Salary Cost (All Lanes) \$ 223,187
- B. Career Increments/Longevity (Total Costs) \$ -----
- C. Total Salary Schedule Costs (A + B) \$ 223,187
- D. Total FTE Teaching Staff (All Lanes) 23
- E. Average Teacher Salary* (C ÷ D) \$ 9,703

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Barbara Leonard Position Dist. Secy. Phone (515) 363-4282

Name of School District Mingo Community AEA No. 11 Fall 1976 Enrollment 305

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A.+15</u>	Name: <u>M.A.</u>	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8675. 1	\$ 8975	\$ 9375.	\$	\$	\$
1	8975. 2	9275.	9675.			
2	9275. 3.62	9575.	9975.			
3	9575. 4.5	9875.	10275.			
4	9875. 1.5	10175.	10575.			
5	10175. 2	10475.	10875. 1			
6	10475. 0	10775.	11175. .4			
7	10775. 0	11075.	11475.			
8	11075. 0	11375.	11775. 1			
9	11375. 0	11675. 1	12075.			
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$118,097.	\$11675.	\$5,444.	\$	\$	\$
FTE Per Lane	14.62	1	2.4			

- A. Total Base Salary Cost (All Lanes) \$ 175,216.
- B. Career Increments/Longevity (Total Costs) \$ -----
- C. Total Salary Schedule Costs (A + B) \$ 175,216.
- D. Total FTE Teaching Staff (All Lanes) 18.02
- E. Average Teacher Salary* (C ÷ D) \$ 9,723.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting E.W. Schoppenhorst Position Supt. Phone (712) 568-2075

Name of School District Westfield Community AEA No. 12 Fall 1976 Enrollment 302

Increment	Lane I Name: <u>non degree</u>	Lane II Name: <u>PA</u>	Lane III Name: <u>PA +10</u>	Lane IV Name: <u>PA + 20</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700.00 - 4	\$ 8800.00 - 5	\$ 9000.00 -	\$ 9200.00 - 1	\$ 9400.00 -	\$
1						
2		8900.00 - 1	9100.00	9300.00	9500.00	
3						
4		9100.00	9300.00	9500.00	9700.00	
5						
6		9350.00 - 3	9550.00	9750.00	9950.00 - 1	
7						
8		9670.00 - 1	9870.00 - 1	10070.00	10270.00	
9						
10		9990.00 - 1	10190.00	10390.00	10590.00	
11						
12		10310.00	10510.00	10710.00	10910.00	
13						
14		10630.00	10830.00	11030.00	11230.00	
15						
16		10950.00	11150.00	11350.00	11550.00 - 1	
17						
18			11470.00	11670.00	11870.00	
19						
20				11990.00	12190.00	
21						
22					12510.00	
23						
24						
Salary Cost Per Lane	\$ 34,800.00	\$ 100,610.00	\$ 9870.00	\$ 9200.00	\$ 21500.00	\$
FTE Per Lane	4	11	1	1	2	

- A. Total Base Salary Cost (All Lanes) \$ 175,980.00
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 175,980.00
- D. Total FTE Teaching Staff (All Lanes) 19
- E. Average Teacher Salary* (C ÷ D) \$ 9,262.10

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Leroy Scharnhorst Position Supt Phone (615) 762 3261

Name of School District Kanawha AEA No. 2 Fall 1976 Enrollment 297

Increment	Lane I Name: <u>105 Hrs</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA +12</u>	Lane IV Name: <u>BA +24</u>	Lane V or MA Name: <u>BA + 36</u>	Lane VI Name: <u>MA #16</u>	Lane VII Name: <u>MA + 3</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7612	\$ 8650- 7	\$ 9100	\$ 9550	\$ 10100- 1	\$ 10550	\$ 11000
1	7873	8875- 3	9325	9775	10325	10775	11225
2	8062	9100- 2	9550- 1	10000	10550- 2	11000	11450
3	8287	9325- 3	9775	10225	10775	11225	11675
4	8537	9575- 1	10025	10475	11025	11475	11925
5	8787	9825	10275	10725	11275	11725	12175
6	9037	10075	10525	10975	11525	11975	12425
7	9312- 2	10350	10800	11250	11800	12250	12700
8		10625- 1	11075	11525	12075- 1	12525	12975
9		10900	11350	11800	12350	12800	13250
10		11200	11650	12100	12650	13100	13550
11			11950- 1	12400	12950	13400	13850
12				12550	13100	13550	14000
13					13250	13700	14150
14					13400	13850	
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 18624-	\$ 153550	\$ 21500-	\$ 0-	\$ 42275 -	\$ 0	\$
FTE Per Lane	2	17	2		4		

- A. Total Base Salary Cost (All Lanes) \$ 235949
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 235949
- D. Total FTE Teaching Staff (All Lanes) 25
- E. Average Teacher Salary* (C ÷ D) \$ 9438

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Emily Berggren Position Secretary Phone (653) 4431
 Name of School District Hedrick Community AEA No. XV Fall 1976 Enrollment 295

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>Under 120 hrs</u>	Name: <u>BA</u>	Name: <u>BA + 15</u>	Name: <u>MA</u>	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 8900 - 2	\$ 9100	\$ 9300	\$	\$
1		9100 - 4 2/5	9300	9500		
2		9300	9500	9700		
3		9500	9700	9900		
4		9700 - 2 2/5	9900	10100		
5		9900 - 1	10100	10300 - 1		
6		10100	10300	10500		
7	9350 - 1	10300 - 2	10500	10700		
8		10500	10700	10900		
9		10700	10900	11100		
10		10900 - 2	11100	11300 - 1		
11		11100 - 1	11300 - 2	11500 - 1		
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	Salary Cost Per Lane	\$ 9,350	\$ 14,520	\$ 22,500	\$ 33,200	\$
	FTE Per Lane	1	1 1/5	2	3	

- A. Total Base Salary Cost (All Lanes) \$ 209,670
- B. Career Increments/Longevity (Total Costs) \$ 20
- C. Total Salary Schedule Costs (A + B) \$ 209,670
- D. Total FTE Teaching Staff (All Lanes) 20 1/5
- E. Average Teacher Salary* (C ÷ D) \$ 10,080

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting H. L. Fennema Position Supt. Phone (515) 535--6105
 Name of School District Russell AEA No. 15 Fall 1976 Enrollment 295

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>B.A.</u>	Name: <u>B.A.</u>	Name:	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 3,300.	\$ 9,600. (1)	\$	\$	\$	\$
1	We do not have a salary schedule. They did at one time, so where they were, when schedule was abandoned is where they are now. Each year each teacher gets the same amount of raise. We have one teacher without a degree getting 3244. This year each teacher received 3600. Last year each teacher received 31,085. The year before that each teacher received 2700. We have just continued to add these amounts to our base.					
2						
3						
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14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	Salary Cost Per Lane	\$	\$	\$	\$	\$
	FTE Per Lane					

- A. Total Base Salary Cost (All Lanes) \$ 176,800
- B. Career Increments/Longevity (Total Costs) \$ 11,374
- C. Total Salary Schedule Costs (A + B) \$ 191,174
- D. Total FTE Teaching Staff (All Lanes) 30
- E. Average Teacher Salary* (C ÷ D) \$ 6,372.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Darrell G. DeBoom Position Supt. Phone (712) 288-4445

Name of School District Fonda Community AEA No. 5 Fall 1976 Enrollment 295

Increment	Lane I Name: BA	Lane II Name: BA+9	Lane III Name: BA+18	Lane IV Name: BA+27	Lane V Name: MA	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500 3	\$8840	\$ 9180	\$9520	\$ 9860	\$
1	8840 3	9180 1	9520	9860	10200	
2	9180 3	9520	9860	10200	10540	
3	9520 1	9860	10200	10540	10880	
4	9860	10200 1	10540	10880	11220	
5	10200 1	10540 1	10880	11220	11560	
6		10880	11220	11560	11900	
7		11220	11560	11900	12240	
8		11560 1	11900	12240	12580	
9			12240	12580	12920	
10			12580	12920 1	13260 1	
11			12920 1	13260 1	13600 1	
12				13600 1	13940 1	
13				13940	14280	
14				14280 1	14620 1	
15					14960	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 99,280	\$ 41,480	\$ 12,920	\$ 27,200	\$ 55,420	\$
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ 236,300
- B. Career Increments/Longevity (Total Costs) \$ 236,300
- C. Total Salary Schedule Costs (A + B) \$ 236,300
- D. Total FTE Teaching Staff (All Lanes) 22
- E. Average Teacher Salary* (C ÷ D) \$ 10,740.91

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting David Lane Position Sup't. Phone (712) 283-2244

Name of School District Sioux Rapids Community AEA No. 5 Fall 1976 Enrollment 293

Increment	Lane I Name: Non-Degree	Lane II Name: BA	Lane III Name: BA+15	Lane IV Name: MA	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$ 9300 - 3	\$ 9152	\$ 9504	\$	\$
1		9103 - 3	9472	9837		
2		9427 - 2	9804	10131		
3	No	9757 - 1	10147	10533		
4		10093	10502	10907		
5	Schedule	10452 - 1	10870	11289		
6		10713	11250 - 1	11684		
7		11196	11644	12093 - 1		
8		11598	12051	12516		
9	8579 - 1	11993 - 1.5	12473	12954 - .5		
10	(.00 hr)	12413	12909	13407		
11		12847 - .5	13361	13877 - .6		
12		13297 - 1	13823	14363 - 1		
13			14312	14855		
14				15395 - .4		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8579	\$ 130,712	\$ 11,250	\$ 43,027	\$	\$
FTE Per Lane	1	13	1	3.5		

- A. Total Base Salary Cost (All Lanes) \$ 190,563
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 190,563
- D. Total FTE Teaching Staff (All Lanes) 13.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,733

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting John Wm. Graham Position Supt. Phone (712) 362-4863

Name of School District Lincoln Central Community AEA No. III Fall 1976 Enrollment 293

Increment	Lane I Name: <u>75 hrs.</u>	Lane II Name: <u>90 hrs.</u>	Lane III Name: <u>105 hrs.</u>	Lane IV Name: <u>B. A.</u>	Lane V Name: <u>B.A. +15</u>	Lane VI Name: <u>B.A. +30</u>	LANE VII Name: <u>M.A.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,048	\$ 6,552	\$ 6,804	\$ 8,400 - 4	\$ 8,736	\$ 9,072	\$ 9,40
1	6,260	6,781	7,042	8,694	9,042	9,390	9,73
2	6,472	7,010	7,280	8,988 - 2	9,348	9,708	10,06
3	6,684	7,239	7,513	9,282 - 1	9,654	10,026	10,39
4	6,896	7,468	7,756	9,576	9,960	10,344	10,72
5	7,108	7,697	7,994	9,870 -1.5	10,266	10,662	11,05
6	7,320-1	7,926	8,232	10,164	10,572	10,980-1	11,38
7		8,155-1.5	8,470	10,458	10,878	11,298-1	11,71
8			8,708-1	10,752	11,184	11,616	12,04
9				11,046	11,490	11,934	12,36
10				11,340-3	11,796	12,252	12,69
11				11,634	12,102	12,570	13,02
12				11,928-2	12,408	12,888	13,35
13						13,206	13,68
14						13,524	14,01
15						13,842	14,34
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 7,320	\$ 12,233	\$ 8,708	\$ 132,279	\$ 11,184	\$ 22,278	\$ 14,343
FTE Per Lane	1.0	1.5	1.0	13.5	1.0	2.0	1.0

- A. Total Base Salary Cost (All Lanes) \$ 208,345
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 208,345
- D. Total FTE Teaching Staff (All Lanes) 21
- E. Average Teacher Salary* (C ÷ D) \$ 9,921

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Tom Tuttle Position Supt. Phone (712) 425-3451

Name of School District Mallard Community AEA No. 3 Fall 1976 Enrollment 290

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+12</u>	Lane III Name: <u>BA+24</u>	Lane IV Name: <u>MA</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,500- 3.5	\$ 8,700	\$ 8,900	\$ 9,000	\$	\$
1	8,840- 4	9,048	9,256	9,360		
2	9,180- 1	9,396	9,612	9,720- 1		
3	9,520	9,744	9,968	10,080		
4	9,860- 1	10,092	10,324	10,440		
5	10,200	10,440	10,680	10,800		
6	10,549'	10,788	11,036	11,160- 3		
7	10,880	11,136	11,392	11,520		
8	11,220	11,484	11,748	11,880		
9	11,475	11,745	12,015	12,150		
10	11,730- 1	12,006- 2	12,282	12,420		
11			12,549	12,690		
12			12,816	12,960- 2		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 95,880.00	\$ 24,012.00	\$ _____	\$ 69,120.00	\$ _____	\$ _____
FTE Per Lane	10.5	2	_____	6	_____	_____

- A. Total Base Salary Cost (All Lanes) \$ 189,012.00
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 189,012.00
- D. Total FTE Teaching Staff (All Lanes) 18.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,217

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting EARL L. OLESON Position SUPERINTENDENT Phone (712) 479-2771
 Name of School District Little Rock Community AEA No. 4 Fall 1976 Enrollment 288

Increment	Lane I Name: <u>2-yr.</u>	Lane II Name: <u>3-yr.</u>	Lane III Name: <u>B.A.</u>	Lane IV Name: <u>B.A.+10</u>	Lane V Name: <u>B.A.+20</u>	Lane VI Name: <u>M.A.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6500.	\$ 6750.	\$ 8400. - 1	\$ 8700.	\$ 8900.	\$ 9200.
1	6770.	6978.	8694. - 2	9006.	9214.	9526.
2	6990.	7206.	8988.	9312. - 1	9528.	9852.
3	7210.	7406.	9282. - 1	9618.	9842.	10178.
4	7430.	7662.	9576. - 1	9924.	10156.	10504.
5	7650.	7890.	9870. - 2	10230.	10470.	10830.
6	7870.	8118.	10164.	10536.	10784.	11156.
7	8090.	8346.	10458.	10842.	11098.	11482.
8	8310.	8574.	10752. - 1	11148.	11412.	11808.
9	8530. - 3	8802. - 2	11046.	11454.	11726.	12134.
10			11340. - 1	11760. - 1	12040.	12460.
11						12786.
12						13112. - 1
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 25,590.	\$ 17,604.	\$ 86,478.	\$ 21,072.	\$ 0	\$ 13,112
FTE Per Lane	3	2	9	2	0	1

A. Total Base Salary Cost (All Lanes) \$ 163,856.
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$ 163,856.
 D. Total FTE Teaching Staff (All Lanes) 17
 E. Average Teacher Salary* (C ÷ D) \$ 9,638.59

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dennis Michael Bishop Position Superintendent Phone (319) 868-7556
 Name of School District Morning Sun Community AEA No. 16 Fall 1976 Enrollment 283

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A. 12</u>	Lane III Name: <u>B.A. 24</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$8500 -4.6	\$8810	\$ 9180	\$ 9520	\$	\$
1	8810 -4.5	9180	9520	9860		
2	9180	9520	9860	10200		
3	9520-2.4	9860	10200	10540		
4	9860	10200	10540	10880		
5	10200	10540	10880	11220		
6	10540 -1	10880	11220	11560		
7	10880	11220	11560	11900		
8	11220	11560	11900	12240		
9	11560 -1	11900	12240	12580		
10	11900 -4	12240	12580	12920		
11		12580 -1	12920	13260 -1		
12			13260	13600 -1		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 172,227	\$ 12,580	\$	\$ 26,360	\$	\$
FTE Per Lane	17.5	1		2		

A. Total Base Salary Cost (All Lanes) \$ 211,567
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$ 211,567
 D. Total FTE Teaching Staff (All Lanes) 20.5
 E. Average Teacher Salary* (C ÷ D) \$ 10,320

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert Mears Position Supt. Phone (515) 998-2315

Name of School District Meservey-Thronton AEA No. 2 Fall 1976 Enrollment 275

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u>	Name: <u>BA+15</u>	Name: <u>MA</u>	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8600 -4	\$ 8900	\$ 9200	\$	\$	\$
1	8800 -5	9100	9400			
2	9000 -4	9300	9600			
3	9200	9500	9800			
4	9400 -1	9700	10000			
5	9600	9900	10200			
6	9800	10100	10400			
7	10000	10300	10600			
8	10200	10500	10800			
9	10400	10700	11000			
10	10600	10900	11200			
11		11100	11400			
12	-1	11300	11600			
13			11800			
14			12000			
15			12200			
16						
17	-1					
18						
19						
20						
21						
22						
23						
24						
	\$145,000	\$	\$	\$	\$	\$
	16	0	0			

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 145,000
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 145,000
- D. Total FTE Teaching Staff (All Lanes) 16
- E. Average Teacher Salary* (C ÷ D) \$ 9062.50

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Marvin D. Snider Position Superintendent Phone (515) 565-3211

Name of School District Woden-Crystal Lake Community School AEA No. 2 Fall 1976 Enrollment 274

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 hrs.</u>	Name: <u>100 hrs.</u>	Name: <u>PA</u>	Name: <u>PA + 15</u>	Name: <u>PA + 30</u>	Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6,000	\$ 7,013	\$ 3,500 - 2	\$ 8,925	\$ 9,350 - 1	\$ 9,775
1			3,740 - 2.46	9,202	9,724	10,166
2			3,980 - 1	9,439	10,098	10,557
3			4,220	9,676	10,472	10,948
4			4,460 - 1	9,913	10,846	11,339
5			4,700 - 1	10,150	11,220 - 1	11,730
6	9,560 - 1		4,940	10,387	11,594	12,121
7			5,180 - 1	10,624	11,968	12,512 - 1
8			5,420	10,861	12,342	12,903
9			5,660 - 1	11,098	12,716	13,294 - 5
10						
11						
12						
13			*\$11,900 - 3		*\$13,070 - 2	
14						
15						
16						
17						
18						
19						
20	* above schedule					
21						
22						
23						
24						
	\$ 9,560	\$	\$ 126,328	\$ 24,276	\$ 46,710	\$ 19,159
	1	0	12.46	2	4	1.5

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 226,033
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 226,033
- D. Total FTE Teaching Staff (All Lanes) 2,006
- E. Average Teacher Salary* (C ÷ D) \$ 112,704

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Edward L. Bleecker Position Supt. Phone (525) 824-3489

Name of School District Boone Valley Community AEA No. 5 Fall 1976 Enrollment 273

Increment	Lane I Name: <u>60 Hrs.</u>	Lane II Name: <u>75 Hrs.</u>	Lane III Name: <u>90 Hrs.</u>	Lane IV Name: <u>105 Hrs.</u>	Lane V Name: <u>B.A.</u>	Lane VI Name: <u>BA+10</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6263	\$ 6597	\$ 6931	\$ 7265	\$ 8350 2	\$ 8768 1
1	6488	6822	7156	7490 1	8575 5.5	8993
2	6713	7047	7381	7775	8800	9218
3	6938	7272	7606	7940	9025	9443
4	7188	7522	7856	8190	9275 1	9693
5			8106 2	8440 1	9525	9943 1
6					9775	10193
7					10050	10468
8					10325	10743
9					10600	11018
10					10900 2	11318
11						11618
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 0	\$ 0	\$ 16212	\$ 15930	\$ 94938	\$ 18711
FTE Per Lane	0	0	2	2	10.5	2

Increment	LANE VII Name: <u>BA+20</u>	LANE VIII Name: <u>M.A.</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9185	\$ 9686	\$	\$	\$	\$
1	9410	9911				
2	9635	10136				
3	9860	10361				
4	10110	10611				
5	10360	10861				
6	10610	11111				
7	10885	11386 .5				
8	11160	11661				
9	11435 .5	11936				
10	11735	12236				
11	12035	12536				
12	12335 2	12836				
13		13136 1				
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 30388	\$ 18829	\$	\$	\$	\$
FTE Per Lane	2.5	1.5				

- A. Total Base Salary Cost (All Lanes) \$ 195,008
- B. Career Increments/Longevity (Total Costs) \$ 7,446
- C. Total Salary Schedule Costs (A + B) \$ 197,454
- D. Total FTE Teaching Staff (All Lanes) 20.5
- E. Average Teacher Salary* (C ÷ D) \$ 9,632

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting _____ Position _____ Phone () _____

Name of School District Ruthven Cons. AEA No. 3 Fall 1976 Enrollment 272

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: _____	Name: _____	Name: _____	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
1	NO SALARY SCHEDULE					
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	_____	_____	_____	_____	_____	_____

- A. Total Base Salary Cost (All Lanes) \$ _____
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ _____
- D. Total FTE Teaching Staff (All Lanes) _____
- E. Average Teacher Salary* (C ÷ D) \$ _____

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dick Larson Position Supt. Phone (515) 587-2153

Name of School District Klemme Community AEA No. 2 Fall 1976 Enrollment 266

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+8</u>	Lane III Name: <u>BA+15</u>	Lane IV Name: <u>BA+23</u>	Lane V Name: <u>MA</u>	Lane VI Name: <u>MA+8</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500.- 2.5	\$ 8670.	\$ 8840.	\$ 9010.	\$ 9350.	\$ 9520.
1	8925.- 2.5	9095.- 1	9265.	9435.	9775.	9945.
2	9350.- 5	9520.	9690.- 1	9860.	10200.	10370.
3	9690.- 1	9860.	10030.- 1	10200.	10540.	10710.
4	10030.- 1	10200.	10370.	10540.	10880.	11050.
5	10285.	10455.	10625.	10795.	11135.	11305.
6	10540.	10710.	10880.	11050.	11390.	11560.
7	10710.	10880.	11050.	11220.	11560.	11730.
8	10880.	11050.	11220.	11390.	11730.	11900.
9	11050- 1	11220.	11390.	11560.	11900.	12070.
10	11135.	11305.- 1	11475.	11645.	11985.	12155.
11	11220.	11390.	11560.- 1	11730.	12070.	12240.
12	11305.-2	11475.- 2	11645.	11815.	12155.	12325.
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>143,692.</u>	\$ <u>43,350.</u>	\$ <u>31,280.</u>	\$ _____	\$ _____	\$ _____
FTE Per Lane	<u>15</u>	<u>4</u>	<u>3</u>			

Name of School District Klemme Community AEA No. 2 Fall 1976 Enrollment _____

Increment	LANE VII Name: <u>MA+15</u>	LANE VIII Name: <u>MA+23</u>	LANE IX Name: <u>MA+30</u>	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9690.	\$ 9860.	\$ 10030.	\$	\$	\$
1	10115.	10285.	10455.			
2	10540.	10710.	10880.			
3	10880.	11050.	11220.			
4	11220.	11390.	11560.			
5	11475.	11645.	11815.			
6	11730.	11900.	12070.			
7	11900.	12070.	12240.			
8	12070.	12240.	12410.			
9	12240.	12410.	12580.			
10	12325.	12495.	12665.			
11	12410.	12580.	12750.			
12	12495.	12665.	12835.			
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 218,322.
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 218,322
- D. Total FTE Teaching Staff (All Lanes) 22
- E. Average Teacher Salary* (C ÷ D) \$ 9,924.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. Robert Bennett Position Sup't. Phone (712) 426 3350

Name of School District Ayrshire Consolidated AEA No. 3 Fall 1976 Enrollment 259

Increment	Lane I Name: <u>120 hrs</u>	Lane II Name: <u>B.A.</u>	Lane III Name: <u>M.A.</u>	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9900	\$ 4800 - 2 (.5)	\$	\$	\$	\$
1	10,300	8500 - 2	9600			
2		8800 - 3	10250			
3		9000				
4		9088 - 4				
5		9887				
6		10791				
7		11666				
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 20,200	\$ 130,696	\$ 19,850	\$ _____	\$ _____	\$ _____
FTE Per Lane	2	13	2			

- A. Total Base Salary Cost (All Lanes) \$ _____
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 170,746
- D. Total FTE Teaching Staff (All Lanes) 17
- E. Average Teacher Salary* (C ÷ D) \$ 10,044

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Norman Kolberg Position Supt. Phone (712) 466-2223

Name of School District Lytton Community AEA No. 5 Fall 1976 Enrollment 258

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A.10</u>	Lane III Name: <u>B.A. 20</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700 (1)	\$ 8900	\$ 9100	\$ 9400	\$	\$
1	8950 (4)	9150	9350	9650		
2	9200 (4)	9400	9600	9900		
3	9450	9650	9850	10150		
4	9700 (1)	9900	10100	10400		
5	9950 (2)	10150	10350	10650		
6	10200	10400	10600	10900 (1)		
7	10450	10650	10850	11150		
8	10700 (.5)	10900 (1)	11100	11400		
9	10950	11150 (1)	11350 (1)	11650		
10	11200 (1.5)	11400	11600	11900		
11		11650	11850	12150		
12		11900 (2)	12100	12400		
13			12350	12650		
14			12600	12900		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 133,050	\$ 34,700	\$ 11,350	\$ 10,900	\$ _____	\$ _____
FTE Per Lane	14	3	1	1		

- A. Total Base Salary Cost (All Lanes) \$ 190,000
- B. Career Increments/Longevity (Total Costs) \$ 100
- C. Total Salary Schedule Costs (A + B) \$ 190,000
- D. Total FTE Teaching Staff (All Lanes) 19
- E. Average Teacher Salary* (C ÷ D) \$ 10,000

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dwaine Persels Position Supt Phone (319) 486-2091

Name of School District Oxford Junction Cons. AEA No. 10 Fall 1976 Enrollment 256

Increment	Lane I Name: <u>60</u>	Lane II Name: <u>90</u>	Lane III Name: <u>120</u>	Lane IV Name: <u>BA</u>	Lane V Name: <u>BA+10</u>	Lane VI Name: <u>BA+20</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$7,120	\$7,387	\$7,654	\$8,900 - 3	\$9,212	\$9,524
1	7,440	7,719	7,998	9,301 - 3	9,627	9,953
2	7,760	8,051	8,342	9,702 - 2	10,042	10,382
3	8,045	8,346	8,648	10,058 - 1	10,410	10,763
4	8,330	8,641	8,954	10,414 - 1	10,778	11,144
5	8,579	8,900	9,222	10,726 - 1	11,110	11,477
6		9,159 - 2	9,490	11,038	11,432	11,810
7			9,758	11,350	11,754	12,143 - 1
8				11,662 - .8	12,076	12,476
9					12,390	12,809
10					12,720 - 2	13,142
11						13,475 - 1
12						
13						
14						
15						
16						
17						
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19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$18,318	\$ _____	\$114,534	\$25,440	\$25,618
FTE Per Lane		2		11.8	2	2

Increment	LANE VII Name: <u>M.A.</u>	LANE VIII Name: <u>M.A.+10</u>	LANE IX Name: <u>M.A.+20</u>	LANE X Name: <u>M.A.+30</u>	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,836	\$ 10,148	\$ 10,460	\$ 10,772	\$ _____	\$ _____
1	10,279	10,605	10,931	11,257		
2	10,722	11,062	11,402	11,742		
3	11,115 .5	11,468	11,820	12,173		
4	11,508	11,874	12,238	12,604		
5	11,852	12,222	12,604	12,981		
6	12,196	12,584	12,970	13,358		
7	12,540	12,939	13,336	13,735		
8	12,884	13,294	13,702	14,112		
9	13,228	13,649	14,068	14,489		
10	13,572	14,004	14,434	14,866		
11	13,916	14,359	14,800	15,243		
12	14,260	14,714	15,166	15,620		
13		15,069	15,532	15,997		
14			15,898	16,374		
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 5,557	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	.5					

A. Total Base Salary Cost (All Lanes) \$ 189,467
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$ 189,467
 D. Total FTE Teaching Staff (All Lanes) 18.3
 E. Average Teacher Salary* (C ÷ D) \$ 10,353

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Fred G. McKenzie Position Supt. Phone (712) 758-3202

Name of School District Ocheyedan Community AEA No. 4 Fall 1976 Enrollment 237

Increment	Lane I Name: <u>BA</u>	Lane II Name: _____	Lane III Name: <u>BA + 15</u>	Lane IV Name: <u>MA</u>	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,600.	\$	\$ 8,944.	\$ 9,302.	\$	\$
1	8,901. 2½		9,245.	9,603.		
2	9,202.		9,546.	9,904.		
3	9,503. 1		9,847.	10,205.		
4	9,804. 1		10,148.	10,506.		
5	10,105. ½		10,449.	10,807.	½	
6	10,406.		10,750. ½	11,108.	½	
7	10,707.		11,051.	11,409.		
8	11,008.		11,352.	11,710.		
9	11,309. 1		11,653.	12,011.		
10	11,610. 4½		11,954. 1	12,312.		
11			12,255. 1	12,613. 1½		
12				12,914. 2		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$110,166.00	\$ _____	\$29,584.00	\$36,334.00	\$ _____	\$ _____
FTE Per Lane	10½		2½	3		

- A. Total Base Salary Cost (All Lanes) \$176,084.00
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$176,084.00
- D. Total FTE Teaching Staff (All Lanes) 16
- E. Average Teacher Salary* (C ÷ D) \$11,005.25

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting R. D. Gustafson Position Superintendent Phone (515) 882-3417

Name of School District Lu Verne Community AEA No. III Fall 1976 Enrollment 233

Increment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA+15</u>	Lane III Name: <u>MA</u>	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8500	\$ 8840	\$ 9180	\$	\$	\$
1	8710 - 2	9050	9390 - 1			
2	8920 - 5	9260	9600 -.4			
3	9130	9470	9810			
4	9340 - 1	9680	10020			
5	9550	9890	10230			
6	9760	10100 -.5	10440			
7	9970	10310	10650			
8	10180 - 1	10520	10860			
9	10390 - 2	10730	11070			
10	10600 - 1	10940	11280			
11	10810 - 2	11150	11490			
12		11360	11700			
13		11570	11910			
14		11780 - 2	12120			
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$134,540	\$28,610	\$13,230	\$ _____	\$ _____	\$ _____
FTE Per Lane	14	2.5	1.4			

- A. Total Base Salary Cost (All Lanes) \$176,380
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$176,380
- D. Total FTE Teaching Staff (All Lanes) 17.9
- E. Average Teacher Salary* (C ÷ D) \$9,853.63

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dean Bentley Position Superintendent Phone (712) 866-0191

Name of School District Ringsted Community School AEA No. 3 Fall 1976 Enrollment 227

Increment	Lane I Name: <u>105</u>	Lane II Name: <u>120</u>	Lane III Name: <u>B.A.</u>	Lane IV Name: <u>B.A. +12</u>	Lane V Name: <u>B.A. +24</u>	Lane VI Name: <u>M.A.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6800.00	\$ 7140.00	\$ 8500.00 - 4.1	\$ 8840.00	\$ 9180.00	\$ 9520.00
1	7140.00	7480.00	8840.00 - 3	9180.00	9520.00	9860.00
2	7480.00	7820.00	9180.00	9520.00	9860.00	10200.00 - 1
3	7820.00	8160.00	9520.00	9860.00	10200.00	10540.00
4	8160.00	8500.00	9860.00 - 7	10200.00 - 1	10540.00	10880.00 - 1
5	8500.00	8840.00	10200.00 - 1	10540.00	10880.00	11220.00
6	8840.00 - 2	9180.00	10540.00	10880.00	11220.00	11560.00
7		9520.00	10880.00	11220.00	11560.00	11900.00
8		9860.00 - 1	11220.00	11560.00	11900.00	12240.00
9			11560.00	11900.00	12240.00	12580.00
10			11900.00 - 2.5	12240.00	12580.00	12920.00
11				12580.00	12920.00	13260.00
12					13260.00	13600.00
13						13940.00
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$17680.00	\$ 9860.00	\$ 96840.00	\$ 10200.00	\$	\$ 21080.00
FTE Per Lane	2	1	11.3	1		2

- A. Total Base Salary Cost (All Lanes) \$155660
- B. Career Increments/Longevity (Total Costs) \$ 2730
- C. Total Salary Schedule Costs (A + B) \$158390
- D. Total FTE Teaching Staff (All Lanes) 17.3
- E. Average Teacher Salary* (C ÷ D) \$ 9155

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Floyd L. Ruhl Position Superintendent Phone (712) 282-4213

Name of School District Galva Community School AEA No. 12 Fall 1976 Enrollment 204

Increment	Lane I under Name: 60 Hrs.	Lane II Name: 60 Hrs.	Lane III Name: 90 Hrs.	Lane IV Name: 110 Hrs.	Lane V Name: BA	Lane VI Name: BA + 12
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7100	\$ 7400	\$ 7700	\$ 8100	\$ 8400	\$ 8800
1	7350	7650	7950	8350	8650	9100
2	7600	7900	8200	8600	8900	9350
3	7850	8150	8450	8850	9150	9600
4	8100	8400	8700	9100	9400	9850
5	8350	8650	8950	9350	9650	10100
6	8600	8900	9200	9600	9900	10350
7	8850	9150	9450	9850	10150	10600
8			9700	10100	10400	10850
9				10350	10650	11100
10				10600	10900	11350
11					11150	11600
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ 18,300	\$ 9700	\$ _____	\$ 103,600	\$ 21650
FTE Per Lane		2	1		11	2

Salary Cost Per Lane
FTE Per Lane

Increment	Lane I Name: BA + 24	Lane II Name: MA	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9100	\$ 9350	\$	\$	\$	\$
1	9350	9600				
2	9600	9850				
3	9850	10100				
4	10100	10350				
5	10350	10600				
6	10600	10850				
7	10850	11100				
8	11100	11350				
9	11350	11600				
10	11600	11850				
11	11850	12100				
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 11850	\$ 12100	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	1	1				

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 177,200
- B. Career Increments/Longevity (Total Costs) \$ -0-
- C. Total Salary Schedule Costs (A + B) \$ 177,200
- D. Total FTE Teaching Staff (All Lanes) 12
- E. Average Teacher Salary* (C ÷ D) \$ 9,345

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dennis R. Tassell Position Supt. Phone (515) 734-5331

Name of School District Diagonal Community AEA No. 14 Fall 1976 Enrollment 201

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff
0	\$	\$	\$	\$	\$	\$
1						
2		BASE = \$7900				
3						
4		NO SCHEDULE				
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane						

- A. Total Base Salary Cost (All Lanes) \$ _____
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 119,025
- D. Total FTE Teaching Staff (All Lanes) 15
- E. Average Teacher Salary* (C ÷ D) \$ 7935

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert B. Rampulla Position Supt. Phone (515) 385-2446

Name of School District Collins Community AEA No. 11 Fall 1976 Enrollment 184

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA-BS</u> Salary-Staff	Name: <u>MA-MS</u> Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff	Name: _____ Salary-Staff
0	\$ 8,500.- 2	\$ 9,160.	\$	\$	\$	\$
1	8,650. 3	9,275.				
2	8,800. 2	9,450. .5				
3	8,950. 3	9,625.				
4	9,100.	9,800. 1				
5	9,250. 2					
6	9,400.					
7	9,550.					
8	9,700.					
9	9,850.					
10	10,000. 2.5					
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ <u>101,750.</u>	\$ <u>47,250.</u>	\$ _____	\$ _____	\$ _____	\$ _____
FTE Per Lane	<u>14.5</u>	<u>1.5</u>				

- A. Total Base Salary Cost (All Lanes) \$ 149,000.
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 149,000.
- D. Total FTE Teaching Staff (All Lanes) 16
- E. Average Teacher Salary* (C ÷ D) \$ 9,312.50

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Stephen L. Swanson Position Supt. Phone (515) 497-5201

Name of School District New Providence Community AEA No. 6 Fall 1976 Enrollment 179

Increment	Lane I Name: 75 Hrs.	Lane II Name: 90 Hrs.	Lane III Name: 105 Hrs.	Lane IV Name: 120 Hrs.	Lane V Name: BA	Lane VI Name: BA+12
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7775	\$ 8175	\$ 8375	\$ 8575	\$ 8975 -3	\$ 9175
1	7975	8375	8575	8775	9225 -1	9425
2	8175	8575	8775	8975	9475 -1	9675
3	8375	8775	8975	9175	9725 -2	9925
4	8575	8975	9175	9375	9975 -1	10175
5	8775	9175	9375	9575	10225	10625
6	8975	9375	9575	9775	10475	10675
7	9175 -1	9575	9775	9975	10725 -.5	10925
8	9375	9775	9975	10175	10975	11175
9			10175 -.5	10375	11225 -1	11425
10				10575	11475	11675
11				10775	11725	11925 -1
12					11975	12175
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 9119	\$ 0	\$ 5088	\$ 0	\$ 91,852	\$ 11,997
FTE Per Lane	1	0	.5		2.5	1

Increment	LANE VII Name: BA+24	LANE VIII Name: MA	LANE IX Name:	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9375 -1	\$ 9675	\$	\$	\$	\$
1	9625	9925				
2	9875	10175				
3	10125	10425				
4	10375	10675				
5	10625 -.5	10925				
6	10875	11175				
7	11125	11425				
8	11375	11675 -1				
9	11625	11925				
10	11875	12175				
11	12125	12425				
12	12375 -1	12675 -1				
13	12764 -.5					
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$33,445	\$ 24,350	\$	\$	\$	\$
FTE Per Lane	3	2				

- A. Total Base Salary Cost (All Lanes) \$ 175,851
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 175,851
- D. Total FTE Teaching Staff (All Lanes) 17
- E. Average Teacher Salary* (C ÷ D) \$ 10344

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Irvin K. Van Fleet Position Sup't Phone (519) 876-5345

Name of School District A. C. L. AEA No. 15 Fall 1976 Enrollment 170

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: BA	Name: MA	Name:	Name:	Name:	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7200	\$ 7500	\$	\$	\$	\$
1	7500	7800				
2	7800	8100				
3	8100	8400				
4	8400	8700				
5	8700	9000				
6	9000	9300				
7	9300	9600				
8	9600	10000				
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	\$ 99150	\$ 13700	\$	\$	\$	\$
	12.5	1.5				

Salary Cost
Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 112,850
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 112,850
- D. Total FTE Teaching Staff (All Lanes) 14
- E. Average Teacher Salary* (C ÷ D) \$ 8,060.71

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Steve Bobst Position Administrative Assistant Phone (319) 245-1480
 Name of School District Keystone Area Education Agency #1 AEA No. 1 Fall 1976 Enrollment

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI	
	Name: BA	Name: BA+20	Name: MA	Name: MA+15	Name: MA+30	Name: Ph.D	
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	
0	\$ 9500 - 6	\$ 10450	\$ 11400 - 7	\$ 11875	\$ 12350 - 1	\$ 12850	
1	9880 - 1	10830	11875 - 6	12350 - 1	12825 - 4	13325	
2	10260	11210	12350 - 6	12825	13300 - 2	13800	
3	10640 - 1	11590	12825 - 4	13300	13775 - 2	14275	
4	11020 - 1	11970	13300 - 3	13775 - 1	14250 - 3	14750	
5	11400 - 2	12350	13775 - 2	14250 - 1	14725 - 4	15225	
6	11780	12730	14250 - 3	14725 - 3	15200 - 4	15700	
7	12160	13110	14725 - 2	15200	15675 - 3	16175	
8	12540	13490	15200 - 2	15675	16150 - 2	16650	
9	12920	13870	15675 - 1	16150 - 1	16625 - 1	17125	
10	13300	14250 - 1	16150 - 1	16625	17100 - 6	17600 - 1	
11	13680	14630 - 2	16625	17100 - 2	17575	18075	
12			17100 - 1	17575	18050 - 2	18550 - 1	
13			17575 - 4	18050	18525 - 4	19025	
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 111,340	\$ 43,510	\$ 565,725	\$ 134,900	\$ 589,000	\$ 36,150	
FTE Per Lane		11	3	42	9	38	2

A. Total Base Salary Cost (All Lanes) \$ 1,480,625
 B. Career Increments/Longevity (Total Costs) \$ 00
 C. Total Salary Schedule Costs (A + B) \$ 1,480,625
 D. Total FTE Teaching Staff (All Lanes) 105
 E. Average Teacher Salary* (C ÷ D) \$ 14,101.19

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. Dale L. Jensen Position Administrator Phone (515) 357-6125
 Name of School District NTAEA AEH #2 AEA No. 2 Fall 1976 Enrollment

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI	LANE VII
	Name: BA	Name: BA+15	Name: MA	Name: MA+15	Name: MA+30	Name: Spec/	Name: Ph.D
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,600 - 2	\$ 10,000	\$ 11,300 - 5	\$ 11,900	\$ 12,400 - 1	\$ 13,000	\$ 13,500
1	9,984 - 1	10,384	11,752 - 6	12,352	12,852	13,452 - 1	13,952
2	10,368	10,768	12,204	12,804 - 1	13,304	13,904	14,404
3	10,752	11,152	12,656 - 3	13,256 - 1	13,756	14,356	14,856
4	11,136	11,536	13,108	13,708	14,208 - 1	14,808	15,308
5	11,520 - 2	11,920 - 1	13,560 - 2	14,160 - 1	14,660	15,260	15,760
6		12,304 - 1	14,012 - 5	14,612	15,112	15,712 - 1	16,212
7		12,688	14,464 - 1	15,064	15,564	16,164	16,664
8		13,072 - 1	14,916	15,516	16,016	16,616	17,116
9			15,368 - 2	15,968	16,468	17,068	17,568
10			15,820 - 3	16,420 - 1	16,920	17,520	18,020
11			16,272	16,872	17,372	17,972	18,472
12			16,724 - 1	17,324	17,824	18,424	18,924
13			17,176	17,776	18,276	18,876	19,376
14							19,989 - 1
15							
16							
17							
18							
19							
20							
21							
22							
23							
Salary Cost Per Lane	\$52,224	\$37,296	\$371,544	\$56,640	\$26,608	\$29,164	\$ 19,989
FTE Per Lane	5	3	28	4	2	2	1

A. Total Base Salary Cost (All Lanes) \$ 593,465
 B. Career Increments/Longevity (Total Costs) \$ 00
 C. Total Salary Schedule Costs (A + B) \$ 593,465
 D. Total FTE Teaching Staff (All Lanes) 45
 E. Average Teacher Salary* (C ÷ D) \$ 13,188

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Charles Siebsen Position Business Mgr. Phone (712) 722-4378

Name of School District Area Education Agency AEA No. 4 Fall 1976 Enrollment 13,659

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI	LANE VII
	Name: BA	Name: BA + 15	Name: MA	Name: MA + 15	Name: MA + 30	Name: MA + 90	Name: MA + 90
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9000	\$ 9450	\$ 9900	\$ 10350	\$ 10800	\$ 11250	\$ 11700
1	9450 1	9900	10350 3	10800	11250 1	11700	12150 1
2	9900	10350	10800 1	11250	11700	12150	12600
3	10350	10800	11250 2	11700 1	12150	12600	13050
4	10800	11250	11700 2	12150	12600	13050	13500
5	11250 1	11700 1	12150	12600	13050	13500	13950
6	11700	12150	12600 1	13050 1	13500	13950	14400
7	12150	12600	13050 1	13500 1	13950	14400	14850 1
8	12600	13050	13500	13950	14400	14850	15300 1
9	13050	13500	13950	14400	14850	15300	15750
10	13500	13950	14400	14850	15300	15750	16200
11		14400 1	14850	15300	15750	16200	16650
12		14850 1	15300	15750	16200	16650 1	17100
13			15750	16200	16650	17100	17550
14				16650	17100	17550	18000
15						18000 1	18450
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 20700	\$ 40950	\$ 113400	\$ 38250	\$ 43650	\$ 34650	\$ 42300
FTE Per Lane	2	3	10	3	4	2	3

- A. Total Base Salary Cost (All Lanes) \$ 333,900
- B. Career Increments/Longevity (Total Costs) \$ 00
- C. Total Salary Schedule Costs (A + B) \$ 333,900
- D. Total FTE Teaching Staff (All Lanes) 27
- E. Average Teacher Salary* (C ÷ D) \$ 12,367

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dr. Jerry L. Ready Position Business Manager Phone (319) 359-9181

Name of School District MISSISSIPPI BEND AREA ED. AGENCY No. 9 Fall 1976 Enrollment _____

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: BA+30	Lane IV Name: MA	Lane V Name: MA+15	Lane VI Name: MA+30
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9300.00 6	\$ 9672.00	\$ 10044.00 2	\$ 10416.00 6	\$ 10788.00	\$ 11160.00 2
1	9672.00 13	10044.00 1	10416.00 1	10788.00 9	11160.00	11532.00 2
2	10044.00 6	10416.00 2	10788.00	11160.00 7	11532.00	11904.00 1
3	10416.00 3	10788.00 3	11160.00	11532.00 1	11904.00	12276.00 1
4	10788.00 4	11160.00 2	11532.00 2	11904.00 6	12276.00 3	12648.00 1
5	11160.00	11532.00	11904.00	12276.00 11	12648.00 1	13020.00
6	11532.00 1	11904.00	12276.00	12648.00 9	13020.00 1	13392.00
7	11904.00 1	12276.00	12648.00 1	13020.00 5	13392.00 1	13764.00
8	12276.00	12648.00	13020.00	13392.00 2	13764.00 1	14136.00 1
9	12648.00 2	13020.00	13392.00	13764.00 4	14136.00 1	14508.00
10	13020.00	13392.00	13764.00 1	14136.00 1	14508.00 3	14880.00 1
11	13392.00 5	13764.00	14136.00 3	14508.00 8	14880.00	15252.00
12		14136.00	14508.00	14880.00	15252.00 1	15624.00
13			14880.00 3	15252.00	15624.00	15996.00 1
14				15624.00 5	15996.00 2	16368.00 3
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 431082	\$ 85560	\$ 167028	\$ 924792	\$ 194556	\$ 176328
FTE Per Lane	41	8	13	74	14	12

Increment	LANE VII Name: MA+45	LANE VIII Name: EDS	LANE IX Name: PHD	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 11532.00	\$ 11904.00 2	\$ 12276.00	\$	\$	\$
1	11904.00 2	12276.00	12648.00			
2	12276.00	12648.00	13020.00			
3	12648.00	13020.00	13392.00			
4	13020.00	13392.00 2	13764.00			
5	13392.00	13764.00 2	14136.00			
6	13764.00	14136.00	14508.00 1			
7	14136.00 1	14508.00 1	14880.00			
8	14508.00 2	14880.00	15252.00 1			
9	14880.00 2	15252.00	15624.00 1			
10	15252.00 2	15624.00 1	15996.00 2			
11	15624.00 2	15996.00 1	16368.00 1			
12	15996.00	16368.00	16740.00			
13	16368.00	16740.00	17112.00			
14	16740.00 1	17112.00 2	17484.00 1			
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 175,212	\$ 158,472	\$ 111,228	\$	\$	\$
FTE Per Lane	12	11	7			

RESPONSIBILITY INDEX OF .05 + 0.14 + 0.20 DEPENDING ON POSITION IS ADDED TO LOCATION ON SCHEDULE

- A. Total Base Salary Cost (All Lanes) \$ 2,424,258
- B. Career Increments/Longevity (Total Costs) \$ 394,381
- C. Total Salary Schedule Costs (A + B) \$ 2,818,645
- D. Total FTE Teaching Staff (All Lanes) 192
- E. Average Teacher Salary* (C ÷ D) \$ 14,680

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Increment	Lane I Name: BA	Lane II Name: MA	Lane III Name: MA+30	Lane IV Name: DOC.	Lane V Name:	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,552 - 5	\$ 10,525 - 9	\$ 11,273 - 1	\$ 11,573 - 0	\$	\$
1	9,973 - 1	10,992 - 7	11,740 - 3	12,040 - 0		
2	10,394 - 2	11,460 - 8	12,208 - 2	12,508 - 1		
3	10,814 - 2	11,928 - 10	12,676 - 3	12,976 - 0		
4	11,235 - 1	12,395 - 9	13,143 - 1	13,443 - 0		
5	11,656 - 1	12,862 - 1	13,610 - 2	13,910 - 1		
6	12,076 - 0	13,330 - 6	14,078 - 1	14,378 - 0		
7	12,497 - 1	13,798 - 3	14,546 - 3	14,846 - 0		
8	12,918 - 6.5	14,265 - 2	15,013 - 4	15,313 - 1		
9		14,732 - 3.5	15,480 - 2	15,780 - 0		
10		15,200 - 4	15,948 - 3	16,248 - .5		
11		15,668 - 0	16,416 - 0	16,716 - 0		
12		16,135 - 0	16,883 - 1	17,183 - 0		
13		16,602 - 0	17,350 - 0	17,650 - 0		
14		17,070 - 1	17,818 - 1	18,118 - 0		
15		17,538 - 2	18,286 - 1	18,586 - 0		
16			18,753 - 13	19,053 - 1		
17						
18	Because of limitations negotiated into the Agreement, 18 people are receiving less money than their training and experience calls for. Also 33 people are receiving more than their training and experience calls for because of their entry placement in 1975 before collective bargaining. These people will be on schedule, hopefully in 1977-78.					
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 220,171	\$ 829,184	\$ 641,638	\$ 69,592	\$	\$
FTE Per Lane	19.5	65.5	41.0	4.5		

Figures below are actual costs reflecting both those above and below schedule. Actual figures as of November 3, 1976.

- A. Total Base Salary Cost (All Lanes) \$ 1,760,585
- B. Career Increments/Longevity (Total Costs) \$ none
- C. Total Salary Schedule Costs (A + B) \$ 1,760,585
- D. Total FTE Teaching Staff (All Lanes) 130.5
- E. Average Teacher Salary* (C ÷ D) \$ 13,491.07

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Increment	Lane I Name: BA	Lane II Name: BA+15	Lane III Name: MA	Lane IV Name: MA +15	Lane V Name: MA+30	Lane VI Name: Spec.	Lane I Name: Doctorat
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9800	\$ 10388	\$ 11564 -4	\$ 12152	\$ 12740	\$ 13328	\$ 13916
1	10192 -1	10780	11956 -2	12544	13132	13720	14308
2	10584	11172	12,348 -4	12936	13524	14112	14700
3	10976 -1	11564	12740 -4	13328	13916 -1	14504	15092
4	11368	11956	13,132 -5	13720	14308 -1	14896	15484
5	11760	12348	13524 -2	14112	14700 -2	15288	15876
6	12152	12740	13916 -1	14504	15092	15680	16268
7	12544	13132	14308 -2	14896	15484	16072	16660
8	12936	13524	14700 -4	15288	15876	16464	17052
9	13328	13916	15092	15680	16268	16856	17444
10	13720	14308	15484 -1	16072	16660	17248	17836
11	14112	14700	15876 -1	16464	17052 -1	17640	18228
12	14504	15,092	16366 -1	16954	17542	18130	18718
13			16856 -1	17444	18032	18620	19208
14				17934	18522	19110	19698
15				18424	19012	19600	20188
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$21,168	\$ 0	\$ 429,142	\$ 0	\$ 74,676	\$ 0	\$ 0
FTE Per Lane	2		32		5	0	

(38 teachers of varying contract lengths are not included)

- A. Total Base Salary Cost (All Lanes) \$524,986
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$524,986
- D. Total FTE Teaching Staff (All Lanes) 39* (on 193 day contracts)
- E. Average Teacher Salary* (C ÷ D) \$13,461.18

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

- A. Total Base
- B. Career Inc
- C. Total Sala
- D. Total FTE
- E. Average Te

*Excluding

Name of Person Reporting Cari Cook Position Records Clerk Phone (515) 682-8591

Name of School District AEA # 15 AEA No. 15 Fall 1976 Enrollment

Incre- ment	Lane I Name: <u>BA</u>	Lane II Name: <u>BA + 15</u>	Lane III Name: <u>MA</u>	Lane IV Name: <u>MA + 15</u>	Lane V Name: <u>MA + 30</u>	Lane VI Name: <u>MA + 45</u>	LANE VII Name: <u>Ph.D.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9000 - 1	\$ 15416 - 1	\$ 12300 - 4	\$ 13120 - 1	\$ 13940 - 5	\$ 14760	\$ 15990
1	9800 - 1		12546 - 4	13366 - 1	14186 - 3	15006	16236
2	10400 - 1		12792 - 3	13612	14432 - 1	15252	16482
3			13038 - 5	13858	14678 - 1	15498	16728
4			13284	14104	14924	15744	16974
5			13612 - 1	14432 - 1	15252	16072	17302
6			13940 - 1	14760 - 2	15580 - 3	16400 - 1	17630 - 1
7			14268 - 1	15088 - 1	15908 - 2	16728	17958 - 2
8			14596	15416	16236 - 1	17056	18286
9			15006	15826 - 1	16646 - 1	17466	18696
10			15416	16236 - 1	17056 - 1	17876	19106 - 1
11			15826	16646	17466 - 1	18286	19516
12			16236	17055	17876	18696	19926
13				17466 - 4	18286 - 2	19106 - 2	20336
14					18696	19516	20746
15						19926 - 2	21156
16							21560
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$ 29,200	\$ 15,416	\$ 244,770	\$ 187,452	\$ 323,900	\$ 94,464	\$ 72,652
FTE Per Lane	3	1	19	12	21	5	4

- A. Total Base Salary Cost (All Lanes) \$ 967,854
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 967,854
- D. Total FTE Teaching Staff (All Lanes) 65
- E. Average Teacher Salary* (C ÷ D) \$ 14,890.06

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Clyde Kramer Position Personnel Dir. Phone (319) 562-3263

Name of School District Northeast Area One (Community College) AEA No. 1 Fall 1976 Enrollment 1,137

Increment	Lane I .90	Lane II .95	Lane III 1.00	Lane IV 1.05	Lane V 1.10	Lane VI
	Name: Non-Degree	Name: Non-Degree	Name: BA (Base)	Name: BA + 15	Name: BA + 30	Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,600	\$ 10,100	\$ 10,600	\$ 11,100	\$ 11,600	\$
1	10,000	10,500	11,000 - 1	11,500	12,000	
2	10,400 - 2	10,900	11,400 - 1	11,900	12,400 - 1	
3	10,800 - 1	11,300	11,800 - 2	12,300	12,800	
4	11,200	11,700	12,200 - 2	12,700	13,200	
5	11,600 - 1	12,100	12,600 - 4	13,100	13,600	
6	12,000	12,500	13,000 - 2	13,500 - 2	14,000 - 1	
7	12,400	12,900 - 1	13,400 - 4	13,900 - 1	14,400	
8	12,800	13,300	13,800 - 2	14,300 - 1	14,800 - 1	
9	13,200 - 1	13,700	14,200 - 3	14,700 - 1	15,200 - 2	
10	13,600	14,100	14,600	15,100	15,600	
11	14,000	14,500	15,000 - 3	15,500 - 1	16,000 - 2	
12	14,400	14,900	15,400	15,900 - 2	16,400 - 1	
13	14,800	15,300	15,800 - 1	16,300 - 6	16,800 - 9	
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 56,400	\$ 12,900	\$ 331,400	\$ 215,000	\$ 271,200	\$
FTE Per Lane	5	1	25	14	17	

A. Total Base Salary Cost (All Lanes)	\$886,900
B. Career Increments/Longevity (Total Costs)	\$ ---
C. Total Salary Schedule Costs (A + B)	\$886,900
D. Total FTE Teaching Staff (All Lanes)	62
E. Average Teacher Salary* (C ÷ D)	\$ 14,304.84

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Richard H. Blacker Position Superintendent Phone (712) 362-2601

Name of School District Merged Area III AEA No. Fall 1976 Enrollment 1,611

Increment	Lane I Name: <u>Certificat</u> <u>Non</u>	Lane II Name: <u>+16</u>	Lane III Name: <u>+24</u>	Lane IV Name: <u>M.A.</u>	Lane V Name: <u>MA+8</u>	Lane VI Name: <u>MA+16</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,820	\$ 8,180	\$ 8,740	\$ 9,200	\$ 9,660	\$ 10,120
1	8,280	8,740	9,200	9,660	10,120	10,580
2	8,740	9,200	9,660- 2	10,120	10,580	11,040
3	9,200- 1	9,660	10,120	10,580- 1	11,040	11,500
4	9,660- 1	10,120	10,580	11,040- 2	11,500	11,960- 1
5	10,120- 3	10,580- 1	11,040	11,500- 1	11,960	12,420- 1
6	10,580- 1	11,040- 2	11,500	11,960- 2	12,420	12,880
7	11,040- 5	11,500	11,960- 1	12,420- 3	12,880- 1	13,340
8	11,500- 2	11,960- 1	12,420	12,880- 2	13,340- 1	13,800
9	11,960- 5	12,420- 2	12,880- 1	13,340	13,800- 1	14,260- 1
10	12,420- 1	12,880	13,340	13,800- 1	14,260	14,720- 1
11	12,880- 2	13,340- 2	13,800	14,260	14,720	15,180
12	13,340	13,800	14,260- 1	14,720	15,180	15,640
13	13,800- 3	14,260	14,720- 1	15,180- 1	15,640- 1	16,100- 1
14	14,260- 1	14,720- 2	15,180- 3	15,640	16,100	16,560
15	14,720	15,180	15,640- 1	16,100	16,560- 1	17,020- 2
16	15,180	15,640	16,100- 3	16,560- 1	17,020- 1	17,480
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 291,640	\$ 125,580	\$ 183,080	\$ 176,640	\$ 89,240	\$ 103,500
FTE Per Lane	25	11	13	14	6	7

Increment	LANE VII Name: <u>MA+24</u>	LANE VIII Name: <u>MA+32</u>	LANE IX Name: <u>MA+40</u>	LANE X Name: <u> </u>	LANE XI Name: <u> </u>	LANE XII Name: <u> </u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10,580	\$ 11,040	\$ 11,500	\$	\$	\$
1	11,040	11,500	11,960			
2	11,500	11,960	12,420			
3	11,960	12,420	12,880			
4	12,420	12,880	13,340- 1			
5	12,880	13,340	13,800			
6	13,340	13,800	14,260			
7	13,800	14,260	14,720			
8	14,260	14,720	15,180- 4			
9	14,720	15,180- 1	15,640			
10	15,180- 1	15,640	16,100- 1			
11	15,640	16,100- 1	16,560			
12	16,100- 1	16,560	17,020			
13	16,560	17,020	17,480- 1			
14	17,020- 1	17,480	17,940			
15	17,480	17,940	18,400			
16	17,940- 1	18,400- 2	18,860- 2			
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 66,240	\$ 68,080	\$ 145,360	\$	\$	\$
FTE Per Lane	4	4	9			

- A. Total Base Salary Cost (All Lanes) \$ 1,249,360
- B. Career Increments/Longevity (Total Costs) \$.00
- C. Total Salary Schedule Costs (A + B) \$ 1,249,360
- D. Total FTE Teaching Staff (All Lanes) 93
- E. Average Teacher Salary* (C ÷ D) \$ 13,433.98

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting C. E. Martin Position Superintendent Phone (712) 324-4587

Name of School District Northwest Iowa Technical College AEA No. 4 Fall 1976 Enrollment 500

O.C.= Occupation Certification V.C.=Vocational Certification Hours are semester hours of college credit or equivalent:	Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
		Name: <u>O.C.</u> Salary-Staff	Name: <u>V.C.</u> Salary-Staff	Name: <u>VC + 30</u> Salary-Staff	Name: <u>VC + 60</u> Salary-Staff	Name: <u>VC + 90</u> Salary-Staff	Name: <u>BA & VC</u> Salary-Staff
0		\$	\$	\$	\$	\$	\$
1		11,000	11,150	11,900	12,650	13,400	14,150
2		11,240	11,390	12,140---1	12,890	13,640	14,390
3		11,480---1	11,630	12,380	13,130---1	13,880	14,630---2
4		11,720	11,870	12,620	13,370	14,120	14,870---1
5		11,960	12,110	12,860	13,610	14,360	15,110
6		12,200	12,350	13,100---1	13,850	14,600	15,350---1
7		12,440	12,590	13,340---1	14,090	14,840---1	15,590
8		12,680	12,830	13,580	14,330	15,080	15,830
9		12,920	13,070	13,820	14,570	15,320	16,070
10		13,160	13,310	14,060--1.75	14,810	15,560---1	16,310
11		13,400---2	13,550---1	14,300	15,050	15,800---1	16,550
12		13,640---3	13,790	14,540---3	15,290	16,040	16,790---1
13		13,880	14,030---1	14,780	15,530	16,280	17,030---1
14		14,120	14,270	15,020	15,770	16,520	17,270
15		14,360	14,510---2	15,260	16,010	16,760	17,510---1.3
16							
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane		\$ 79,200	\$ 56,600	\$ 106,805	\$ 13,130	\$ 46,200	\$ 117,376
FTE Per Lane		6	4	7.75	1	3	7.3

Increment	LANE VII	LANE VIII	LANE IX	LANE X	LANE XI	LANE XII
	Name: <u>BA + 12</u> Salary-Staff	Name: <u>MA & VC</u> Salary-Staff	Name: Salary-Staff	Name: Salary-Staff	Name: Salary-Staff	Name: Salary-Staff
0	\$	\$	\$	\$	\$	\$
1	14,300	14,600				
2	14,540	14,840				
3	14,780	15,080				
4	15,020	15,320---1				
5	15,260---2	15,560---1				
6	15,500	15,800				
7	15,740	16,040---.75				
8	15,980---1	16,280				
9	16,220	16,520				
10	16,460---1	16,760				
11	16,700	17,000	O.C. = Occupation Certification			
12	16,940---1	17,240	V.C. = Vocational Certification			
13	17,180	17,480	Hours are semester hours of college credit or equivalent.			
14	17,420	17,720	* Certain trade areas receive 5% additional on base.			
15	17,660	17,960	Contracts are for 12 months, less vacation			
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 79,900	\$ 43,433	\$	\$	\$	\$
FTE Per Lane	5	2.75				

- A. Total Base Salary Cost (All Lanes) \$ 342,644
- B. Career Increments/Longevity (Total Costs) \$ 5,743*
- C. Total Salary Schedule Costs (A + B) \$ 548,387
- D. Total FTE Teaching Staff (All Lanes) 36.8
- E. Average Teacher Salary* (C ÷ D) \$ 14,901

Contracts are for 12 months, less vacation. *Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting David S. Kicking Position Secretary Phone (512) 576 3103

Name of School District Waco Central Community College AEA No. 5 Fall 1976 Enrollment 2520

Increment	Lane I Name: <u>Associate Instructor</u>	Lane II Name: <u>Associate Instructor</u>	Lane III Name: <u>Associate Instructor</u>	Lane IV Name: <u>Associate Instructor</u>	Lane V Name: <u>Special Instructor</u>	Lane VI Name: <u>Instructor</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,850	\$ 9,050	\$ 9,150	\$ 9,375	\$ 9,475	\$ 9,800
1	9,120	9,320	9,430	9,655	9,765	10,130
2	9,390	9,590	9,710	9,935 /	10,055	10,460 2
3	9,660	9,860	9,990	10,215 /	10,345	10,790 2
4	9,930	10,130	10,270	10,495 /	10,635 /	11,120 3
5	10,200	10,400 /	10,550	10,775 2	10,925	11,450 /
6	10,470 /	10,670	10,830	11,055 /	11,215	11,780
7	10,740	10,940	11,110	11,335 2	11,505	12,110 2
8	11,010	11,210	11,390	11,615 2	11,795	12,440 /
9	11,280	11,480	11,670 /	11,895 /	12,085	12,770
10	11,550 /	11,750	11,950	12,175 /	12,375 3	13,100 5
11	11,820	12,020	12,230 2	12,455 /	12,665 2	13,430
12	12,090	12,290	12,510	12,735 2	12,955	13,760 7
13	12,360	12,560 /	12,790 2	13,015 2	13,245	14,090 7
14	12,630	12,830 /	13,070 /	13,295	13,535	14,420
15	12,900 /	13,100	13,350	13,575	13,825	14,750 3
16	13,170 /	13,370 /	13,630 3	13,855 2	14,115 2	15,080 10
17						
18						
19						
20						
21						
22						
23						
24						
	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____

Salary Cost Per Lane
FTE Per Lane

Increment	LANE VII Name: <u>Assistant</u>	LANE VIII Name: <u>Associate</u>	LANE IX Name: <u>Teacher</u>	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10,025	\$ 10,250	\$ 10,500	\$	\$	\$
1	10,375	10,610	10,870			
2	10,725	10,970	11,240			
3	11,075	11,330	11,610			
4	11,425	11,690	11,980			
5	11,775	12,050	12,350			
6	12,125	12,410	12,720			
7	12,475	12,770	13,090			
8	12,825 /	13,130 2	13,460			
9	13,175 /	13,490	13,830			
10	13,525	13,850	14,200			
11	13,875	14,210	14,570 /			
12	14,225 /	14,570	14,940			
13	14,575 2	14,930	15,310			
14	14,925 /	15,290	15,680			
15	15,275 3	15,650 /	16,050 2			
16	15,625 3	16,010 4	16,420 3			
17						
18						
19						
20						
21						
22						
23						
24						
	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____	Salary Cost Per Lane \$ _____

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 1,660,943
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ 1,660,943
- D. Total FTE Teaching Staff (All Lanes) 11,123
- E. Average Teacher Salary* (C ÷ D) \$ 149,300

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Bruce S. Stall Position Personnel Dir. Phone (319) 296-2320

Name of School District Hawkeye Institute of Technology AEA No. 7 Fall 1976 Enrollment 1830

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: _____	Name: _____	Name: _____	Name: _____	Name: _____	Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
1						
2						
3	Hawkeye Institute does not use a Salary Schedule.					
4						
5	There are 97 Instructors with a range of salaries- (\$11,078-\$23,250)					
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____

Salary Cost
Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ _____
- B. Career Increments/Longevity (Total Costs) \$ _____
- C. Total Salary Schedule Costs (A + B) \$ \$1,491,663
- D. Total FTE Teaching Staff (All Lanes) 97
- E. Average Teacher Salary* (C ÷ D) \$ \$15,378

*Excluding Supplemental, extended contracts, Title I Teachers and Nurses

Name of Person Reporting L. F. Simmering Position Dir. of Pers. Phone (515) 232-3400

Name of School District Ames Community School Dist. AEA No. 11 Fall 1976 Enrollment 5,615

Increment	Lane I Name: <u>B.A.</u>		Lane II Name: <u>BA + 15</u>		Lane III Name: <u>BA + 30</u>		Lane IV Name: <u>M.A.</u>		Lane V Name: <u>MA + 30</u>		Lane VI Name: <u>PhD.</u>	
	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary	Staff
0	\$ 9,380	16.3	\$10,116	1	\$10,484	.5	\$11,588	0	\$12,692	0	\$13,796	
1	9,748	8	10,484	2	10,852	0	11,956	0	13,060	0	14,164	
2	10,116	11.5	10,852	.4	11,220	1	12,324	2.8	13,428	0	14,532	
3	10,484	13	11,220	4	11,588	1	12,692	2	13,796	1	14,900	
4	10,852	10.8	11,588	2	11,956	0	13,060	0	14,164	1	15,268	
5	11,220	6.2	11,956	1	12,324	2	13,428	6.5	14,532	1	15,636	
6	11,588	8	12,324	1	12,692	0	13,796	5	14,900	0	16,004	
7	11,956	3	12,692	2	13,060	3	14,164	9	15,268	0	16,372	
8	12,324	4	13,060	2	13,428	0	14,532	2	15,636	0	16,740	
9	12,692	3.25	13,428	2	13,796	1	14,900	7	16,004	0	17,108	
10	13,060	3.6	13,796	5	14,164	1	15,268	7	16,372	1	17,476	
11	13,428	3	14,164	3	14,532	2	15,636	5	16,740	0	17,844	1
12	13,796	0	14,532	2	14,900	1	16,004	10	17,108	2	18,212	
13	14,164	16.5	14,900	2	15,268	1	16,372	4	17,476	1	18,580	
14			15,268	15	15,636	7	16,740	5.4	17,844	1	18,948	
15							17,108	60.5	18,212	11	19,316	2
16							17,476	9	18,580	11		
17												
18												
19												
20												
21												
22												
23												
24												
Salary Cost Per Lane	\$ 1,210,410		\$ 605,477		\$ 109,452		\$ 2,170,291		\$ 533,112		\$ 56,476	
FTE Per Lane	107.15		44.4		20.5		135.2		30.0		3.0	

A. Total Base Salary Cost (All Lanes)	\$ 4,685,218
B. Career Increments/Longevity (Total Costs)	\$ 00
C. Total Salary Schedule Costs (A + B)	\$ 4,685,218
D. Total FTE Teaching Staff (All Lanes)	340.25
E. Average Teacher Salary* (C ÷ D)	\$ 13,770

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Perry L. Uhl

Position Superintendent Phone (712) 362-2692

Name of School District Estherville Community

AEA No. III Fall 1976 Enrollment 2,119

Increment	Lane I Less Name: <u>than BA</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA + 8</u>	Lane IV Name: <u>BA + 16</u>	Lane V Name: <u>BA + 24</u>	Lane VI Name: <u>MA</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 7,387	\$ 8,800 2	\$ 9,196	\$ 9,592	\$ 9,988	\$ 10,384
1	7,719	9,196 4	9,592	9,988	10,384	10,780 1
2	8,051	9,592 3	9,988	10,384 1	10,780	11,176
3	8,383	9,988 5	10,384	10,780	11,176 1	11,572 1
4	8,715	10,384 3	10,780 1.6	11,176 1	11,572 1	11,968
5	9,047	10,780 3	11,176 2	11,572	11,968 2	12,364
6	9,379	11,176 5	11,572 1	11,968	12,364	12,760 1
7	9,711 .7	11,572 2	11,968	12,364 1	12,760	13,156 2
8	10,043	11,968 1	12,364 .5	12,760 1	13,156 2	13,552 2
9	10,375	12,364	12,760	13,156 1	13,552	13,948 1
10		12,760 1	13,156 1	13,552	13,948 2	14,344
11		13,156 2	13,552 2	13,948	14,344 1	14,740
12		13,552 6.9	13,948 9.4	14,344 1	14,740 1	15,136 1
13				14,740 10	15,136 6.6	15,532
14						15,928 10
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 7,153	\$ 420,165	\$ 228,725	\$ 221,584	\$ 229,874	\$ 276,892
FTE Per Lane	.7	37.9	17.5	16.0	16.6	19.0

Increment	LANE VII Name: <u>MA + 8</u>	LANE VIII Name: <u>MA + 16</u>	LANE IX Name: _____	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 10,780	\$11,176	\$	\$	\$	\$
1	11,176	11,572				
2	11,572	11,968				
3	11,968	12,364				
4	12,364	12,760 1				
5	12,760	13,156				
6	13,156	13,552				
7	13,552 1	13,948				
8	13,948 1.5	14,344				
9	14,344	14,740 1				
10	14,740	15,136				
11	15,136	15,532				
12	15,532	15,928 1				
13	15,928 2	16,324 1				
14	16,324 1	16,720 2				
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 82,654	\$ 93,192	\$	\$	\$	\$
FTE Per Lane	5.5	6.0				

- A. Total Base Salary Cost (All Lanes) \$ 1,560,239
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 1,560,239
- D. Total FTE Teaching Staff (All Lanes) 119.2
- E. Average Teacher Salary* (C ÷ D) \$ 13,089

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Ronald D. Riekens Position Superintendent Phone (515) 342-2132-Ext. 20

Name of School District Clarke Community AEA No. 14 Fall 1976 Enrollment 1432

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>to 120 Hr</u> Salary-Staff	Name: <u>BA</u> Salary-Staff	Name: <u>BA + 15</u> Salary-Staff	Name: <u>MA</u> Salary-Staff	Name: <u>MA + 15</u> Salary-Staff	Name: _____ Salary-Staff
0	\$ 8,300. 2	\$ 8,700. 3	\$ 9,000.	\$ 9,600.	\$ 9,900.	\$
1		9,000. 5	9,300.	9,900.	10,200.	
2		9,300. 6	9,600.	10,200.	10,500.	
3		9,600. 5	9,900. 1	10,500. 2	10,800.	
4		9,900. 1	10,200. 5	10,800. 2	11,100. 1	
5		10,200. 3	10,500. 5	11,100. 1	11,400. 1	
6		10,500. 4	10,800. 1	11,400.	11,700.	
7		10,800. 2	11,100.	11,700.	12,000.	
8		11,100. 2	11,400. 2	12,000.	12,300. 1	
9		11,400. 15	11,700.	12,300. 1	12,600.	
10			12,000. 1	12,600.	12,900.	
11			12,300. 9	12,900. 2	13,200. 1	
12				13,200.	13,500.	
13				13,500. 3	13,800. 1	
14					14,100.	
15					14,400.	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 16,600.	\$ 472,200.	\$ 269,700.	\$ 132,300.	\$ 61,800.	\$
FTE Per Lane	2.0	46	24	11	5	

- A. Total Base Salary Cost (All Lanes) \$ 952,600.
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 952,600.
- D. Total FTE Teaching Staff (All Lanes) 88.
- E. Average Teacher Salary* (C ÷ D) \$ 10,825.

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Albert L. Bemer Position Superintendent Phone (319) 984-5639

Name of School District Denver Community AEA No. VII Fall 1976 Enrollment (1004)

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>BA</u> Salary-Staff	Name: <u>BA+8</u> Salary-Staff	Name: <u>BA+15</u> Salary-Staff	Name: <u>BA+23</u> Salary-Staff	Name: <u>BA+30</u> Salary-Staff	Name: <u>MA</u> Salary-Staff
0	\$ 8950.00-1	\$ 9060.00	\$ 9195.00	\$ 9340.00	\$ 9515.00	\$ 9686.00
1	9397.50-3	9513.00	9654.75	9807.00	9990.75	10170.30
2	9845.00-5	9966.00-2	10114.50	10274.00	10466.50	10654.60-1
3	10292.50-5	10419.00-2	10574.25	10741.00	10942.25	11138.90
4	10740.00-3	10872.00	11034.00	11208.00-1	11418.00	11623.20
5	11187.50-4	11325.00-1	11493.75-1	11675.00-1	11893.75	12107.50
6	11635.00	11778.00-1	11953.50	12142.00-1	12369.50	12591.80-2
7	12082.50-3	12231.00	12413.25	12609.00	12845.25	13076.10
8	12530.00	12684.00	12873.00-2	13076.00	13321.00	13560.10
9	12977.50-3	13137.00	13332.75	13543.00	13796.75	14044.70-1
10		13590.00-2	13792.50	14010.00	14272.50	14529.00
11			14252.25-1	14477.00	14748.25-1	15013.00
12				14944.00-1	15224.00	15497.60
13					15699.75-3	15981.90-1
14						16466.20
15						
16						
17						
18						
19						
20						
21						
22						
23						
Salary Cost Per Lane	\$ 289,980.00	\$ 97,524.40	\$ 51,492.00	\$ 49,969.00	\$ 61,847.50	\$ 65,864.80
FTE Per Lane	27	8.57	4	4	4	5

- A. Total Base Salary Cost (All Lanes) \$ 616,677.70
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 616,677.70
- D. Total FTE Teaching Staff (All Lanes) 52.57
- E. Average Teacher Salary* (C ÷ D) \$ 11,730.60

Name of Person Reporting Kenneth C. Wilcox Position Supt. Phone (515) 594-4445

Name of School District Lynnville-Sully AEA No. 11 Fall 1976 Enrollment 690

Increment	Lane I Name: <u>108</u>	Lane II Name: <u>BA</u>	Lane III Name: <u>BA+8</u>	Lane IV Name: <u>BA+16</u>	Lane V Name: <u>BA+24</u>	Lane VI Name: <u>BA+32</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8360	\$ 8,800-1.5	\$ 8,976	\$ 9,152	\$ 9,328	\$ 9,504
1	8653	9,108-3	9,290-1	9,472-1	9,654	9,837
2	8945	9,416-4	9,604	9,793	9,981	10,169
3	9238	9,724-3	9,918	10,113	10,307	10,502
4	9530	10,032-4	10,233-1	10,433	10,634	10,835
5	9823	10,340	10,547-2	10,754	10,960	11,167
6	10116-1	10,648	10,861-1	11,074	11,287	11,500
7		10,956-1	11,175-1	11,394-1	11,613	11,832
8		11,264	11,489-1	11,715	11,940	12,165
9		11,572	11,803	12,035	12,266	12,498
10		11,880	12,118	12,355-1	12,593	12,830
11		12,188	12,432	12,676-1	12,919	13,163-1
12		12,496-1	12,746	12,996	13,246	13,496
13		12,804-2	13,060-.5	13,316-5	13,572	13,828-2
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 10,116	\$ 196,584	\$ 80,672	\$ 112,477	\$	\$ 40,819
FTE Per Lane	1	19.5	7.5	9		3

Name of School District Lynnville-Sully AEA No. 11 Fall 1976 Enrollment 690

Increment	LANE VII Name: <u>MA</u>	LANE VIII Name: <u>MA+8</u>	LANE IX Name: <u>MA+16</u>	LANE X Name: _____	LANE XI Name: _____	LANE XII Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,856	\$ 10,032	\$ 10,208	\$	\$	\$
1	10,201	10,383	10,565-1			
2	10,546	10,734	10,923			
3	10,891	11,085	11,280			
4	11,236	11,436	11,637			
5	11,581	11,788	11,994			
6	11,926	12,139	12,352			
7	12,271	12,490	12,709			
8	12,616	12,841	13,066			
9	12,961	13,192	13,424			
10	13,306-1	13,543	13,781			
11	13,651	13,894	14,138			
12	13,996	14,245	14,495			
13	14,340	14,597-1	14,853-1			
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 13,306	\$ 14,597	\$ 25,418	\$	\$	\$
FTE Per Lane	1	1	2			

- A. Total Base Salary Cost (All Lanes) \$ 493,989.00
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 493,989.00
- D. Total FTE Teaching Staff (All Lanes) 44
- E. Average Teacher Salary* (C ÷ D) \$ 11,227.00

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Robert R. Manley Position Supt. Phone (319) 689-5822

Name of School District Preston Community AEA No. 9 Fall 1976 Enrollment 619

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 hrs.</u>	Name: <u>90 hrs.</u>	Name: <u>90 hrs.</u>	Name: <u>90 hrs.</u>	Name: <u>90 hrs.</u>	Name: <u>90 hrs.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9,200 2	\$ 9,450	\$ 9,700 1	\$ 9,950	\$ 7728 3	\$ 8550 2
1	9,450 3	9,700	9,950	10,200		
2	9,700	9,950	10,200	10,450		
3	9,950 4	10,200	10,450	10,700		
4	10,200 2.5	10,450	10,700	10,950		
5	10,450 5	10,700 1	10,950	11,200		
6	10,700 1	10,950	11,200	11,450		
7	10,950 1	11,200	11,450	11,700		
8	11,200	11,450	11,700 1	11,950		
9	11,450 3	11,700	11,950	12,200		
10	11,700 3	11,950	12,200	12,450		
11		12,200	12,450	12,700		
12			12,700 1	12,950		
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 255,400	\$ 10,700	\$ 34,100	\$ 0	\$ 23,184	\$ 17,100
FTE Per Lane	24.5	1	3	0	3	2

A. Total Base Salary Cost (All Lanes) \$ 340,484
 B. Career Increments/Longevity (Total Costs) \$ 0
 C. Total Salary Schedule Costs (A + B) \$ 340,484
 D. Total FTE Teaching Staff (All Lanes) 33.5
 E. Average Teacher Salary* (C ÷ D) \$ 10,163

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Dean W. Uhlenhopp Position Superintendent Phone (319) 267-2205

Name of School District Allison-Bristow Comm. School AEA No. 7 Fall 1976 Enrollment 602

Increment	Lane I	Lane II	Lane III	Lane IV	Lane V	Lane VI
	Name: <u>90 hrs.</u>	Name: <u>115 hrs.</u>	Name: <u>B.A.</u>	Name: <u>B.A.+15</u>	Name: <u>B.A.+30</u>	Name: <u>M.A.</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 6370	\$ 7583	\$ 9100-4	\$ 9373	\$ 9692	\$ 10010-1
1	6625	7886	9464-3	9748	10080-1	10418
2	6880	8190	9828-1 1/2	10123-3	10467	10810
3	7134-1	8493	10192-1	10498-1		11211
4		8796	10556-1 1/2	10873		11612
5		9100	10920-3	11248		12012
6		9403	11284-1	11623		12412
7		9706	11648-1	11997-1		12813-1
8		10010	11012	12372		13213
9		10313	12376	12747		
10		10616	12740	13122		
11		10920-2	13104-3	13497-6		
12						
13						
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22						
23						
24						
Salary Cost Per Lane	\$ 7134	\$ 21,840	\$ 201,104	\$ 133,845	\$ 10080	\$ 22,823
FTE Per Lane	1	2	19	11	1	2

A. Total Base Salary Cost (All Lanes) \$ 396,827
 B. Career Increments/Longevity (Total Costs) \$.00
 C. Total Salary Schedule Costs (A + B) \$ 396,827
 D. Total FTE Teaching Staff (All Lanes) 36
 E. Average Teacher Salary* (C ÷ D) \$ 11,022

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Elaine Crabbs Position Board Sec'y Phone (515) 758-2231

Name of School District Earlham Community School AEA NO. 11 Fall 1976 Enrollment 579

Increment	Lane I Name: BA	Lane II Name: BA+8	Lane III Name: BA+16	Lane IV Name: BA+24	Lane V Name: MA	Lane VI Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8575	\$ 8832	\$ 9089	\$ 9346	\$ 9603	\$
1	8918	9185	9452	9719	9986	
2	9261	9538	9815	10092	10369	
3	9604	9891	10178	10465	10752	
4	9947	10244	10541	10838	11135	
5	10290	10597	10904	11211	11518	
6	10633	10950	11267	11584	11901	
7	10976	11303	11630	11957	12284	
8	11319	11656	11993	12330	12667	
9	11662	12009	12356	12703	13050	
10	12005	12362	12719	13076	13433	
11	12348	12715	13082	13449	13816	
12		13068	13445	13822	14199	
13				14195	14582	
14					14965	
15						
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 248,749	\$ 83,220	\$ 36,342	\$ 13,822	\$ 28,516	\$
FTE Per Lane	23	6	3	1	2	

A. Total Base Salary Cost (All Lanes)	\$ 410,649
B. Career Increments/Longevity (Total Costs)	\$
C. Total Salary Schedule Costs (A+B)	\$ 410,649
D. Total FTE Teaching Staff (All Lanes)	35
E. Average Teacher Salary* (C+ D)	\$ 11,732

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Loyd A. Johnson Position Supt. Phone (515) 892-2611

Name of School District Sheffield-Chapin Community AEA No. 2 Fall 1976 Enrollment 504

Increment	Lane I Name: 105 Hr.	Lane II Name: 120 Hr.	Lane III Name: BA	Lane IV Name: BA+8	Lane V Name: BA+16	Lane VI Name: BA+24			
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff			
0	\$ 7395	\$ 7820	\$ 8500	3	\$ 8755	\$ 9010	\$ 9265		
1	7691	8133	8840	3	9105	9370	9636		
2	7987	8446	9180	2	9455	9731	10006		
3	8282	8758	9520	1	9806	10091	10377		
4	8578	9071	9860		10156	1	10452	10747	
5	8874	9384	10200		10506		10812	11118	
6	9170	9697	10540	1	10856		11172	11489	
7			10880		11206	1	11533	11859	1
8			11220		11557	1	11893	12230	
9			11560		11907	1	12254	12600	1
10			11900	1	12257	1	12614	12971	
11					12607	5	12974	2	13342
12									13712
13									
14									
15									
16									
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19									
20									
21									
22									
23									
24									
	\$ 9,170	\$	\$ 102,340		\$ 120,118	\$ 35,318	\$ 24,459		
FTE Per Lane	1		11		10	3		2	

Salary Cost Per Lane
FTE Per Lane

Increment	LANE VII Name: BA+30	LANE VIII Name: MA	LANE IX Name: MA+8	LANE X Name:	LANE XI Name:	LANE XII Name:
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9520	\$ 9775	\$ 10030	\$	\$	\$
1	9901	10166	10431			
2	10282	10557	10832			
3	10662	10948	11234			
4	11043	11339	11635			
5	11424	11730	12036			
6	11805	12121	12437			
7	12186	12512	12838			
8	12566	12903	13240			
9	12947	13294	13641			
10	13328	13685	14042			
11	13709	14076	14443			
12	14090	14467	14844			
13						
14						
15						
16						
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22						
23						
24						
	\$ 27,418	\$ 56,695	\$	\$	\$	\$
FTE Per Lane	2	4				

Salary Cost Per Lane
FTE Per Lane

- A. Total Base Salary Cost (All Lanes) \$ 375,518
- B. Career Increments/Longevity (Total Costs) \$
- C. Total Salary Schedule Costs (A + B) \$ 375,518
- D. Total FTE Teaching Staff (All Lanes) 33
- E. Average Teacher Salary* (C ÷ D) \$ 11,379

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting L. R. Nulph Position Supt. Phone (712) 373-5246

Name of School District Anthon-Oto Community Schools AEA No. 12 Fall 1976 Enrollment 470

Increment	Lane I Name: <u>60 hr.</u>	Lane II Name: <u>90 hr.</u>	Lane III Name: <u>BA</u>	Lane IV Name: <u>BA + 15</u>	Lane V Name: <u>MA</u>	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$	\$	\$	\$	\$	\$
1	5940	6380	8800 - 2	9200 - 1	9800	
2	6240	6680	9100 - 4	9500	10,100	
3	6540	6980	9400 - 4	9800	10,400	
4	6840	7280	9700 - 4	10,100 - 1	10,700	
5	7140	7580	10,000 - 2	10,400	11,000 - 1	
6	7440	7880	10,300	10,700	11,300	
7	7740	8180	10,600 - 1	11,000	11,600	
8	8040	8480	10,900	11,300	11,900	
9	8340	8780	11,200 - 1	11,600	12,200 - 1	
10	8640 - 1	9080	11,500 - 5	11,900	12,500	
11		9380 - 1		12,200	12,800	
12				12,500	13,100	
13				12,800	13,400 - 1	
14					13,700 - 1	
15					14,000	
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 8640	\$ 9380	\$ 229,700	\$ 19,300	\$ 50,300	\$ _____
FTE Per Lane	1.0	1.0	23.0	2.0	4.0	_____

- A. Total Base Salary Cost (All Lanes) \$317,320
- B. Career Increments/Longevity (Total Costs) \$ 500
- C. Total Salary Schedule Costs (A + B) \$317,820
- D. Total FTE Teaching Staff (All Lanes) 31
- E. Average Teacher Salary* (C ÷ D) \$ 10,245

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting VIVIAN SIMONS Position SECRETARY Phone (712) 779-2211

Name of School District C & M COMMUNITY AEA No. 13 Fall 1976 Enrollment 422

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A.+15</u>	Lane III Name: <u>M.A.</u>	Lane IV Name: _____	Lane V Name: _____	Lane VI Name: _____
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8700	\$8900	\$9300	\$	\$	\$
1	9000	9210	9625			
2	9300	9520	9950			
3	9600	9830	10275			
4	9900	10140	10600			
5	10200	10450	10925			
6	10500	10760	11250			
7	10800	11070	11575			
8	11100	11380	11900			
9	11400	11690	12225			
10	11700	12000	12550			
11	12000	12310	12875			
12		12620	13200			
13		12930	13525			
14			13850			
15			14175			
16						
17						
18						
19						
20						
21						
22						
23						
24						
Salary Cost Per Lane	\$ 223,588	\$ 47,590	\$ 12,375	\$ _____	\$ _____	\$ _____
FTE Per Lane	22.5	4.0	1.0	_____	_____	_____

- A. Total Base Salary Cost (All Lanes) \$ 284,153
- B. Career Increments/Longevity (Total Costs) \$ 2,400
- C. Total Salary Schedule Costs (A + B) \$ 286,553
- D. Total FTE Teaching Staff (All Lanes) 28.5
- E. Average Teacher Salary* (C ÷ D) \$ 10,054

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Larry B. Fudge Position Supt. Phone (515) 899-2111

Name of School District Radcliffe AEA No. 6 Fall 1976 Enrollment 419

Increment	Lane I Name: BA	Lane II Name: BA+ 12	Lane III Name: BA+ 24	Lane IV Name: MA	Lane V Name: MA + 12	Lane VI Name: MA + 24
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 8,900 - 2	\$ 9,150	\$ 9,400	\$ 9,750	\$ 9,950	\$ 10,150
1	9,175	9,450	9,700	10,050	10,250	10,450
2	9,450	9,750	10,000	10,350	10,550	10,750
3	9,725 - 3	10,050 - 1	10,300 - 1	10,650	10,850	11,050
4	10,000	10,350	10,600 - 6	10,950	11,150	11,350
5	10,275	10,650 - 1	10,900	11,250 - 2	11,450	11,550
6	10,550 - 1	10,950 - 0.5	11,200	11,550 - 1	11,750	11,950
7	10,825	11,250	11,500	11,850	12,050	12,250
8	11,100 - 1	11,550	11,800	12,150	12,350	12,550
9	11,375	11,850	12,100	12,450	12,650	12,850
10	11,650 - 4	12,150	12,400	12,750	12,950	13,150
11		12,450	12,700 - 3	13,050 - 1	13,250	13,450
12				12,350 - 2	13,550	13,750
13						
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24						
Salary Cost Per Lane	\$ <u>115,225</u>	\$ <u>26,175</u>	\$ <u>59,000</u>	\$ <u>73,800</u>	\$ _____	\$ _____
FTE Per Lane	<u>11</u>	<u>2.5</u>	<u>5</u>	<u>6</u>	_____	_____

A. Total Base Salary Cost (All Lanes)	\$ <u>274,200</u>
B. Career Increments/Longevity (Total Costs)	\$ _____
C. Total Salary Schedule Costs (A + B)	\$ <u>274,200</u>
D. Total FTE Teaching Staff (All Lanes)	<u>24.5</u>
E. Average Teacher Salary* (C ÷ D)	\$ <u>11,192</u>

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Don Rhead Position Personnel Director Phone (515) 964-6560
 Twelve Month Schedule
 Name of School District Des Moines Area Community College & EA No. 11 Fall 1976 Enrollment 5500

Increment	Lane I Name: <u>180</u>	Lane II Name: <u>203</u>	Lane III Name: <u>225</u>	Lane IV Name: <u>248</u>	Lane V Name: <u>270</u>	Lane VI Name: <u>293</u>	LANE VII Name: <u>315</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 11,812	\$ 12,406	\$ 13,000	\$ 13,594	\$ 14,188	\$ 14,782	\$ 15,376
1	12,406 - 1	13,000	13,594 - 4	14,188 - 2	14,782	15,376	15,971
2	13,000 - 1	13,594 - 4	14,188 - 5	14,782	15,376	15,971	16,565
3	13,594 - 3	14,188	14,782 - 8	15,376 - 1	15,971	16,565	17,159
4	14,188 - 1	14,782 - 1	15,376 - 6	15,971 - 1	16,565	17,159	17,753 - 1
5	14,782	15,376 - 1	15,971 - 10	16,565	17,159	17,753	18,347
6	15,376 - 1	15,971 - 3	16,565 - 16	17,159 - 2	17,753	18,347	18,941
7	15,971 - 1	16,565	17,159 - 8	17,753 - 2	18,347	18,941	19,535
8	16,565	17,159 - 1	17,753 - 9	18,347 - 2	18,941	19,535	20,129
9	17,159	17,753	18,347 - 3	18,941 - 1	19,535	20,129	20,723
10	17,753	18,347	18,941 - 9	19,535 - 3	20,129 - 1	20,723	21,317
11	18,347	18,941	19,535 - 1	20,129 - 7	20,723 - 3	21,317	21,912
12	18,941	19,535	20,129	20,723 - 2	21,317 - 3	21,912	22,506
13	19,535	20,129	20,723	21,317	21,912 - 2	22,506	23,100 - 1
14	20,129	20,723	21,317	21,912	22,506 - 1	23,100	23,694
15	20,723	21,317	21,912	22,506	23,100	23,694	24,288
16	21,317	21,912	22,506	23,100	23,694	24,288	24,882
17							
18							
19							
20							
21							
22							
23							
24							
Salary Cost Per Lane	\$11,723	\$ 149,606	\$1,302,672	\$ 426,136	\$ 212,579	\$ 0	\$ 40,853
FTE Per Lane	8	10	79	23	10	0	2

- A. Total Base Salary Cost (All Lanes) \$ 2,243,569
- B. Career Increments/Longevity (Total Costs) \$ 0
- C. Total Salary Schedule Costs (A + B) \$ 2,243,569
- D. Total FTE Teaching Staff (All Lanes) 132
- E. Average Teacher Salary* (C ÷ D) \$ 16,997

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

Name of Person Reporting Diana Rullin Position Legal Consultant Phone (515) 752-1578

Name of School District Area Education Agency 6 AEA No. 6 Fall 1976 Enrollment _____

Increment	Lane I Name: <u>B.A.</u>	Lane II Name: <u>B.A. +20</u>	Lane III Name: <u>M.A.</u>	Lane IV Name: <u>M.A. +15</u>	Lane V Name: <u>M.A. +30</u>	Lane VI Name: <u>M.A. +45</u>
	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff	Salary-Staff
0	\$ 9125- 4	\$ 9855- 1	\$ 10494- 4	\$ 10950	\$ 11406- 1	\$ 11863
1	9399- 12	10220	10859- 2	11315	11771- 2	12228
1½			11041- 1			
2	9673- 5	10585	11224- 2	11680	12136	12593
3	9946	10950	11589- 2	12045	12501- 1	12958
3½					12684- 0.5	
4	10311- 1	11315- 1	11954- 1	12410- 1	12866	13323
5	10676	11680	12319- 1.5	12775- 1	13231	13688
6	11041	12045	12684- 3	13140	13596	14053- 1
6½				13323- 1		
7	11406	12410	13049- 1	13505	13961- 1	14418- 1
8	11771	12775	13413- 0.5	13870	14326	
9	12136- 0.5	13140	13779- 2	14235	14691	15148- 2
10	12501	13505	14144	14600	15056	15513- 1
10½	12684- 1					
11	12866	13870	14509	14965	15421	15878
12	13231- 1.5	14235- 2	14874	15330	15786	16243
13			15239	15695	16151	16608
14			15604	16060	16516	16973
15			15969- 0.5	16425- 2	16881- 2	17338
	\$156,766.00	\$ 156,588.00	\$ 222,744.00	\$ 232,323.00	\$ 238,980.00	\$ 218,825.00
	25	4	20.5	5	7.5	5

Salary Cost
Per Lane
FTE Per Lane

A. Total Base Salary Cost (All Lanes)	\$ 1,226,223.00	*Teachers, Itinerant	+5%
B. Career Increments/Longevity (Total Costs)	\$ 361,689.00	Clinicians, Speech &	
C. Total Salary Schedule Costs (A + B)	\$ 864,534.00	Hearing	+10%
D. Total FTE Teaching Staff (All Lanes)	67	Consultants	+17%
E. Average Teacher Salary* (C ÷ D)	\$ 12,903.00	Psychologists	+20%

*Excluding supplemental, extended contracts, Title I Teachers, and Nurses

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