

Community college faculty salaries

The average Iowa community college salary for faculty at the two-year schools has dropped two notches—from 30th to 32nd in the nation. Iowa's faculty members earned, on average, \$44,973 in 2005-06, the most recent year for which figures are available. That's \$10,407 below the national average and \$3,686 below the national median. In 1994, Iowa's community college faculty salary ranked 24th in the nation. What's more, our faculty salaries lag far behind several neighboring states including Wisconsin at \$64,609; Illinois at \$60,270; Minnesota at \$57,686; and Missouri at \$49,650. Iowa faculty are losing economic ground. Since 1994, salaries have actually decreased by \$1,700—or 4.9 percent—when inflation is factored in.

Community college faculty seek an additional \$8 million over the next two years to raise faculty salaries to 25th in the nation. Faculty request this two-year commitment be made in the 2008 legislative session. The faculty requests the funding be distributed to community colleges equally to each full-time equivalent faculty position. The distribution language should be codified to ensure the funding is used to increase faculty salaries.

Community college faculty professional development

Community college faculty seek an additional \$1.1 million for quality professional development opportunities. This is approximately \$500 per faculty member which is comparable to state-funded professional development for K-12 teachers. The Quality Faculty Committees at each college would determine the use and distribution of the funds.

Community college state general aid

State General Aid assists in maintaining the operations of community colleges. Community college faculty seek an additional \$12.9 million in State General Aid for fiscal year 2009. This request is based on a formula adopted by the State Board of Education.

Quality faculty for community colleges

Community college faculty request the Legislature ensure every community college student and K-12 student receiving community college credit have access to quality faculty including mandating all faculty meet minimum hiring standards and participate in quality faculty plans.

Local tax support for community colleges

Each community college board's flexibility to access local tax support when needed can begin to address the current work force training capacity and maintenance needs as well as the increasing tuition expense. In FY 1970, approximately 25 percent of the community colleges' general operating fund budgets were comprised of local tax revenue. Today, local support for community colleges is less than 6 percent of their general operating fund budgets. Community college local tax support is only 2 percent of total local tax revenues across the state.

Iowa State Education Association
777 Third Street
Des Moines, IA 50309
515.471.8000
www.isea.org



ISEA Great Education.
It's An Iowa Basic.

ISEA represents 34,116 teachers, education support professionals, area education agency staff, and community college faculty.

Teacher Quality appropriation incorporated into the Iowa school finance formula

The salary appropriation in the teacher law must be set annually. As it now stands, it is approved through fiscal year 2008-09. But Iowa educators have learned the hard way about the negative impact of annual appropriations. Take, for example, the Excellence in Education Act of 1987 (Phases I, II, and III). For years, the Legislature chipped away at funding for Phase III and eventually the entire program was eliminated. In addition, the appropriations for Phases I and II have never received inflationary increases. As a result, the buying power of those dollars has been significantly eroded by inflation over the past 20 years.

That's why it is imperative the Governor and Iowa Legislature incorporate funding for teacher salaries and professional development into the Iowa School Finance Formula. This funding must be ongoing and it must keep pace with inflationary increases through the allowable growth rate in order for the state of Iowa to be able to attract and keep top-quality educators.

Allowable growth rate—competitive living wage

The ISEA supports an allowable growth rate of 6 percent for fiscal year 2009-10, although we will consider supporting a lower allowable growth rate in conjunction with rolling the

teacher quality appropriation into the Iowa School Finance Formula. In order to provide a world-class education for our students, Iowa's public schools and public school educators must receive adequate resources. What's more, funding for public schools must be enough so all employees, including Education Support Professionals, can earn a competitive living wage. The Iowa Legislature and Governor must push public employers to provide a competitive living wage for all employees.

Area Education Agencies (AEAs)

The ISEA supports restoring the remaining \$5.25 million of the \$8 million funding reduction the AEAs incurred. The ISEA also strongly supports increasing AEA funding through the allowable growth rate as well as including the teacher quality funding for AEA educational professionals in the Iowa School Finance Formula.

Retirement

The ISEA supports implementing an actuarially set contribution rate, which may be increased or decreased by 0.5 percent per year and maintains the current 60 percent employer and 40 percent employee funding ratio. We support finding a funding mechanism that makes the Favorable Experience Dividend for post-1990 retirees and the COLA for pre-1990 retirees sustainable by adjusting the actuarial process to account for these costs in the normal cost of the fund. In addition, we call for a study to look at future options for a long-term, cost-of-living adjustment tied to the consumer price index. And we call for the

creation of an independent board of trustees to govern IPERS and assume the fiduciary responsibility for the members of IPERS.

Statewide local option sales tax

The ISEA supports the implementation of a statewide sales tax to replace the current local option sales tax. The ISEA also supports expanding the use of this tax revenue to include school district general fund educational programs. In addition, the ISEA supports the creation of a statewide panel to oversee distribution of infrastructure money to local school districts similar to what was done for the Vision Iowa program.

Expanding the use of the sales tax revenue is crucial because the needs of Iowa's public schools go beyond bricks and mortar. Our schools must expand course offerings at all grade levels to maintain rigor and relevance and we need to add more opportunities for early childhood education at a faster pace. In addition, we must ensure our elementary schools can provide foreign language programs, our middle schools have courses meeting the needs of students in

the new world economy, and our high schools have cutting edge courses for college preparation and career and technical education.

