

MADEIRA CITY SCHOOLS
SUPPORT SALARY SCHEDULE – 2011-2012 SCHOOL YEAR

0% Base

STEP	SUPT OFFICE ADM. ASST.	TREAS/ ASST SUPER. OFFICE	PRIN. ADM. ASST.	¹ GEN. ADM. ASST.	² TCHR OFFICE AIDE	CUST. MAINT.	⁷ FOOD SERV.	³ SPEC. ED. ASST
A	16.29	14.72	13.51	13.43	9.03	14.40	9.21	11.30
B	16.77	15.20	14.00	13.84	9.43	14.80	9.45	11.76
C	17.33	15.70	14.57	14.25	9.88	15.19	9.78	12.32
D	17.79	16.22	15.04	14.65	10.28	15.59	10.02	12.83
E	18.31	16.72	15.54	15.08	10.71	16.00	10.30	13.37
F	18.81	17.21	16.05	15.53	11.15	16.39	10.59	13.91
G	19.31	17.73	16.54	15.95	11.56	16.75	10.89	14.43
H	19.80	18.23	17.03	16.35	11.98	17.17	11.24	14.96
I	20.30	18.71	17.55	16.72	12.36	17.55	11.42	15.44
J	20.80	19.26	18.05	17.15	12.79	17.91	11.71	15.96
K	21.28	19.71	18.52	17.63	13.22	18.31	11.97	16.49
L	21.79	20.22	19.01	18.04	13.62	18.68	12.28	17.02
M	22.29	20.73	19.51	18.43	14.06	19.08	12.55	17.53
N	22.79	21.20	20.00	18.88	14.49	19.47	12.81	18.09
O	23.29	21.73	20.56	19.25	14.86	19.88	13.10	18.55
SUB	10.77	10.77	10.67	10.67	8.24	12.29	8.47	9.51

MEDICAL AIDE	RANGE \$16.32 - \$20.71
HEALTH SERVICES COORDINATOR	RANGE \$18.36 - \$22.78
MAINTENANCE WORKER	RANGE \$13.90 - \$20.30
PROGRAM AIDES (BE, OKEP, AS, EB, PS)	RANGE \$ 7.77 - \$14.66
RED LETTER DAY ASST. DIRECTOR	RANGE \$ 7.77 - \$14.44
RED LETTER DAY COUNSELOR	RANGE \$ 9.34 - \$14.44
RED LETTER DAY ASST. COUNSELOR	RANGE \$ 8.16 - \$14.44
ASSISTANT TREASURER	RANGE \$43495 - \$65371
SUPERVISOR CUSTODIAN/MAINTENANCE	RANGE \$41320 - \$68936
MAINTENANCE TECHNICIAN	RANGE \$42638 - \$61341
NETWORK MANAGER	RANGE \$47277 - \$69313
TECHNOLOGY TECHNICIAN	RANGE \$31518 - \$47986
PUBLIC RELATIONS DIRECTOR	RANGE \$36771 - \$53318
PRESCHOOL DIRECTOR	RANGE \$52530 - \$68289
ATHLETIC DIRECTOR/DEAN OF STUDENTS	RANGE \$66300 - \$93177

Step **DOES NOT** represent years of experience.

LONGEVITY BONUS: After 20 years of (30 hours per week) continuous service each employee (30 hours per week) will receive \$200.00 per year. After 25 years of (30 hours per week) continuous service each employee will receive \$500.00 per year.

¹**GENERAL ADMINISTRATIVE ASSISTANT**- includes Elem. Media Center Teacher Aide, Guidance Administrative Assistant, includes all other Administrative Assistants except Superintendent Administrative Assistant, Treasurers Administrative Assistant or Principal Administrative Assistant.

²**TCHR/OFF AIDE** includes Office Assistant, Media Aide (**ASSISTS** Media Specialist or Elem. Media Center Teacher Aide), Teacher Aide, and Music Aide.

³**SPECIAL EDUCATION ASSISTANT** – aide assigned to student per I.E.P.

⁴**PAID HOLIDAYS**

July 4th (for employees working 12 months)
Thanksgiving Day
New Year's Day
President's Day
Memorial Day

Labor Day
Christmas Day
Martin Luther King
Good Friday

MADEIRA CITY SCHOOLS
SUPPORT SALARY SCHEDULE – 2011-2012 SCHOOL YEAR
0% Base

⁴**PAID HOLIDAYS** – Holidays are paid to employees whose contracts include the holiday within their contracted time.

BENEFITS AND MISCELLANEOUS INFORMATION

SICK LEAVE – (Policy 4432) Effective with employees hired 2010-2011 and after, five day/week employees earn 15 days annually, maximum accumulation 220 days, employees working less than five days/week will earn sick days prorated at .25/day based on the assignment. (ORC 3319.141) *Pending legislation may change allowable annual days.*

SEVERANCE PAY - Upon retirement, all employees except the Superintendent, full-time Administrators and the Treasurer, will be paid 30% of their accumulated and unused sick leave. Such payments will not exceed 60 days of unused sick leave. Example: 220 days X 30% = 66 days; maximum allowed 60 days. Refer to District sick leave policies and sick leave administrative guidelines.

MEDICAL INSURANCE - 85% Board-financed single/family medical program of each ⁵full-time employee (⁷see below for Food Service Employees); 50% Board-financed single/family medical program for ⁶part-time employees.

TERM LIFE INSURANCE - 100% Board-financed insurance policy equal to base salary or a minimum of \$40,000 for ⁵full-time employees; \$25,000 insurance policy for ⁶part-time employees.

DENTAL INSURANCE - 100% Board-financed single/family dental program for each ⁵full-time employee; 50% Board-financed single/family dental program for each ⁶part-time employee.

LIABILITY INSURANCE - \$1,000,000 each claim/\$5,000,000 annual aggregate.

FLEXIBLE SPENDING ACCOUNT (FSA) - The Board currently provides for a **FSA** for all employees who work 20 or more hours per week. The plan allows you to reduce your taxable earnings by setting aside funds for unreimbursed medical expenses and dependent care expenses.

Section 125 – The Board offers **S125** to all employees who work 20 or more hours per week. S125 allows the employee to reduce their taxable income on eligible deductions that include medical, dental, and vision premiums, FSA contributions, and other insurance products that meet the IRS guidelines.

*American Fidelity administers the **FSA** and **Section 125** requirements for all eligible employees. American Fidelity meets with all eligible employees and records consent or waivers each school year.*

MILEAGE REIMBURSEMENT - All staff eligible for mileage reimbursement due to their assignments at two or more buildings in the district are instructed to submit their request for reimbursements monthly. Mileage documentation forms should be in your school office. The rate of reimbursement is the rate approved by the Internal Revenue Service as of January 1 each year.

PAY PERIODS – Support Staff will be paid on a 24 pay cycle on the 1st and 15th of each calendar month.

DIRECT DEPOSIT – EMAIL NOTIFICATION – Support Staff are required to provide the Treasurer, upon their employment, the appropriate information for direct deposit of payroll proceeds and one or more email addresses for the dissemination of detailed payroll information upon the distribution of payroll proceeds, according to the annual payroll calendar published by the Treasurer.

SUPPORT STAFF WORK DAYS – Support Staff work days are dependent on your job description and individual contract (as described on the salary notice) with the school district. The Board of Education adopts a calendar each year indicating student days, conference days, holidays, and professional development days. Calamity days over State allowance (5 days) will be made up per the Board adopted calendar.

⁵Full-Time Employee - works 35 hours per week or more.

⁶Part-Time Employee - works 20 to 34.99 hours per week.

⁷Food service employees who elect such benefits on or after July 1, 1991 the Board will pay **85%** of an amount equal to the **cost of a single plan** for each ¹full-time employee+; 50% paid for each ²part-time employee.

THIS REVISED SALARY SCHEDULE, BY ITS ADOPTION BY THE MADEIRA BOARD OF EDUCATION AT ITS REGULAR MEETING OF MAY 16, 2011, RESOLUTION# 70-11, IS THE POLICY OF THIS BOARD OF EDUCATION.