

MADEIRA CITY SCHOOLS
TEACHER SALARY SCHEDULE – 2011-2012 SCHOOL YEAR
0% Base @ \$38,886

STEPS	BS	BS+15	BS+30	MA	MA+15	MA+30	MA+45
0	38886	39274	40408	42829	43747	45704	45704
1	39728	41160	42597	44789	45900	48102	48102
2	41153	42738	44343	46808	47914	50172	50172
3	42374	44209	46060	48795	49943	52360	52360
4	43811	45847	47855	50808	51910	54430	54430
5	45345	47513	49692	52807	53913	56730	56730
6	46873	49249	51596	55026	56076	59025	59025
7	48479	51006	53564	57180	58294	61219	61219
8	50127	52859	55583	59368	60474	63322	63322
9	51720	54602	57533	61703	62787	65486	65486
10	53324	56417	59510	64043	65124	67834	67834
11	54750	57941	61143	66270	67394	70108	70108
12	54750	59475	62834	68278	69352	72100	72100
13	54750	59475	64376	70212	71355	74107	74107
14	54750	59475	64376	72259	73783	75258	75258
15	54750	59475	64376	73311	74845	76521	76521
16	54750	59475	64376	74370	75943	77797	77797
17	54750	59475	64376	75101	76678	78727	78727
18	54750	59475	64376	75820	77382	79630	79630
19	54750	59475	64376	76544	78128	80551	80551
20	54750	59475	64376	77538	78830	81439	81439
21	54750	59475	64376	78398	79490	82298	82298
22	54750	59475	64376	78398	80099	83125	83125
23	54750	59475	64376	78398	80099	83961	83961
24	54750	59475	64376	78398	80099	83961	83961
25	54750	59475	64376	78398	80099	83961	85736
26	54750	59475	64376	78398	80099	83961	86320
27	54750	59475	64376	78398	80099	83961	86909

INTERVENTION TUTORS AND PSYCH INTERNS HIRED AFTER APRIL 18, 1995 WILL BE PAID ON A RANGE WITHIN THE STATE TEACHERS MINIMUM SALARY SCHEDULE, PER OHIO REVISED CODE 3317.13.

BENEFITS

SICK LEAVE – (Policy 3432) Each full time certificated employee shall accumulate 15 days annually, maximum accumulation to 220 days. Each certificated employee working less than full time will earn prorated sick days based upon the assigned FTE. (ORC 3319.141). *Pending legislation may change allowable annual days.*

SEVERANCE PAY – POLICY 3415 & 3415.01-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 regulations or guidelines.

MEDICAL INSURANCE - 85% Board-financed single/family medical program for each ¹full-time employee; 50% Board-financed single/family medical program for each ²part-time employee.

TERM LIFE INSURANCE - 100% Board-financed insurance policy equal to base salary (or a minimum \$40,000) for each ¹full-time employee; \$25,000 insurance policy for each ²part-time employee.

DENTAL INSURANCE - 100% Board-financed single/family dental program for each ¹full-time employee; 50% Board-financed single/family dental program for each ²part-time employee.

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

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FLEXIBLE SPENDING ACCOUNT (FSA) - The Board currently provides 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.*

MISCELLANEOUS INFORMATION

SUBSTITUTE TEACHER PAY – POLICY 3120.04 –Basic rate of pay for Substitute Teachers is \$80.00 per day. Long-term substitute teacher's rate of pay is \$80.00 for the first 10 ten teaching days for the same teacher, then \$90.00 per day for the next fifty teaching days for the same teacher, then placement at the beginning bachelor's position of the salary schedule -example: \$80.00 1st ten days = \$800.00; \$90.00 for the 11th thru the 60th days = \$4,500.00; \$197.11 (Step BS-0, \$38,886/185) starting with the 61st day. Upon placement on Teacher Salary Schedule (61st day), substitute is eligible for part time or full time teacher benefits. *Per policy Superintendent can negotiate for difficult areas to fill.*

MILEAGE REIMBURSEMENT - All Teachers eligible for mileage reimbursement - due to their teaching assignments at two or more buildings in the district are instructed to submit their request for reimbursements monthly. Mileage documentation forms are in each school office. The rate of reimbursement is the rate approved by the Board of Education as of January 1 each year.

PROFESSIONAL MEETING LEAVE REQUESTS/REIMBURSEMENTS – POLICY 3243 -The Board currently has a policy regarding leave to attend professional meetings and the reimbursement of expenses incurred while attending these meetings. The forms to request professional meeting leave are in the school offices. Completed forms should be submitted to your building principal or department supervisor at least **30 days before** the professional meeting so that he/she may have sufficient time to submit your request to the Superintendent and Administrative team for approval. Following Administrative team approval, you will receive a copy of your request from your building principal. **No professional meeting should be attended without approval by the Superintendent and Administrative team.** While on your leave, it is **imperative to get itemized receipts (not credit card slips) for all expenses** which are approved for reimbursement (hotel, food, registration) when you return. Upon your return, you should submit a written summation of the meeting and a listing of expenses incurred, with proper documentation (receipts) attached, to your building principal for approval. He/She will, in turn, submit it to the Treasurer's office for reimbursement/payment.

TUITION REIMBURSEMENT – POLICY 3440.01

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

DIRECT DEPOSIT – EMAIL NOTIFICATION – Certified 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.

TEACHER WORK DAYS – Certified Staff work days are 185 days each school year. 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 according to the Board approved calendar.

¹Full-Time Employee - works 35 hours per week or more.

²Part-Time Employee - works 20 to 34.99 hours per week.

*THIS SALARY SCHEDULE, BY ITS ADOPTION BY THE MADEIRA BOARD OF EDUCATION AT ITS MEETING OF **May 16, 2011** RESOLUTION NUMBER # **70-11**, IS THE POLICY OF THIS BOARD OF EDUCATION. BY VIRTUE OF THIS BOARD POLICY, **SEMESTER HOURS** MUST BE EARNED SUBSEQUENT TO THE CONFERRING OF A DEGREE TO BE CONSIDERED TOWARD THE HORIZONTAL MOVEMENT OF CERTIFICATED EMPLOYEES. IT IS THE RESPONSIBILITY OF THE CERTIFIED STAFF MEMBER TO REQUEST "OFFICIAL TRANSCRIPTS" SENT DIRECTLY TO THE TREASURER FROM THE EDUCATIONAL INSTITUTION **PRIOR TO SEPTEMBER 15TH** OF EACH YEAR TO BE CONSIDERED FOR HORIZONTAL MOVEMENT (ORC 3317).*