

MADEIRA CITY SCHOOLS – SUPPORT SALARY SCHEDULE – 2009-10 SCHOOL YEAR

STEP	SUPT OFFICE ADM. ASST.	TREAS/ ASST SUPER. OFFICE	PRIN. ADM. ASST.	<sup>1</sup> GEN. ADM. ASST.	<sup>2</sup> TCHR OFFICE AIDE	CUST. MAINT.	FOOD SERV.	<sup>3</sup> SPEC. ED. ASST
A	16.05	14.50	13.31	13.23	8.90	14.19	9.07	11.13
B	16.52	14.98	13.79	13.64	9.29	14.58	9.31	11.59
C	17.07	15.47	14.35	14.04	9.73	14.97	9.64	12.14
D	17.53	15.98	14.82	14.43	10.13	15.36	9.87	12.64
E	18.04	16.47	15.31	14.86	10.55	15.76	10.15	13.17
F	18.53	16.96	15.81	15.30	10.99	16.15	10.43	13.70
G	19.02	17.47	16.30	15.71	11.39	16.50	10.73	14.22
H	19.51	17.96	16.78	16.11	11.80	16.92	11.07	14.74
I	20.00	18.43	17.29	16.47	12.18	17.29	11.25	15.21
J	20.49	18.98	17.78	16.90	12.60	17.65	11.54	15.72
K	20.97	19.42	18.25	17.37	13.02	18.04	11.79	16.25
L	21.47	19.92	18.73	17.77	13.42	18.40	12.10	16.77
M	21.96	20.42	19.22	18.16	13.85	18.80	12.36	17.27
N	22.45	20.89	19.70	18.60	14.28	19.18	12.62	17.82
O	22.95	21.41	20.26	18.97	14.64	19.59	12.91	18.28
SUB	10.61	10.61	10.51	10.51	8.12	12.11	8.34	9.37

MEDICAL AIDE	RANGE \$16.32 - \$20.40
MEDICAL AIDE	RANGE \$18.36 - \$22.44
MAINTENANCE WORKER	RANGE \$13.90 - \$20.00
PROGRAM AIDES (BE, OKEP, AS, EB, PS)	RANGE \$ 7.77 - \$14.44
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 - \$64405
SUPERVISOR CUSTODIAN/MAINTENANCE	RANGE \$41320 - \$67917
MAINTENANCE TECHNICIAN	RANGE \$42638 - \$60434
NETWORK MANAGER	RANGE \$47277 - \$68289
TECHNOLOGY TECHNICIAN	RANGE \$31518 - \$47277
PUBLIC RELATIONS DIRECTOR	RANGE \$36771 - \$52530
PRESCHOOL DIRECTOR	RANGE \$52530 - \$68289
ATHLETIC DIRECTOR/DEAN OF STUDENTS	RANGE \$66300 - \$91800

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.

<sup>1</sup>**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.

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

<sup>3</sup>**SPECIAL EDUCATION ASSISTANT** – aide assigned to student per I.E.P.

<sup>4</sup>**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

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

### **BENEFITS AND MISCELLANEOUS INFORMATION**

**SICK LEAVE** - 15 days annually, accumulating to 220 days. (ORC 3319.141)

**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 <sup>5</sup>full-time employee (<sup>7</sup>see below for Food Service Employees); **50%** Board-financed single/family medical program for <sup>6</sup>part-time employees.

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

**DENTAL INSURANCE** - **100%** Board-financed single/family dental program for each <sup>5</sup>full-time employee; **50%** Board-financed single/family dental program for each <sup>6</sup>part-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 (January 1, 2009 rate is \$.55 cents per mile).

**PAY PERIODS** – Certified Staff employed after July 1, 2006 will be paid on a 24 pay cycle on the 1<sup>st</sup> and 15<sup>th</sup> of each calendar month.

**DIRECT DEPOSIT – EMAIL NOTIFICATION** – Support Staff employed after July 1, 2006 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. At year end any remaining calamity days over State allowance (5 days) will be made up beginning June 1.

<sup>5</sup>Full-Time Employee - works 35 hours per week or more.

<sup>6</sup>Part-Time Employee - works 20 to 34.99 hours per week.

<sup>7</sup>For food 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 <sup>1</sup>full-time employee+; **50%** paid for each <sup>2</sup>part-time employee.

***THIS REVISED SALARY SCHEDULE, BY ITS ADOPTION BY THE MADEIRA BOARD OF EDUCATION AT ITS REGULAR MEETING OF MAY 18, 20098, RESOLUTION# 65-09, IS THE POLICY OF THIS BOARD OF EDUCATION.***