

**MADEIRA CITY SCHOOLS – TEACHER SALARY SCHEDULE – 2009-10 SCHOOL YEAR**

<b>YEARS EXP</b>	<b>BS</b>	<b>BS+15</b>	<b>BS+30</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>
<b>0</b>	38311	38693	39810	42196	43100	45028	
<b>1</b>	39141	40551	41967	44126	45222	47391	
<b>2</b>	40545	42106	43688	46116	47205	49430	
<b>3</b>	41748	43555	45379	48073	49204	51586	
<b>4</b>	43163	45169	47147	50056	51142	53625	
<b>5</b>	44674	46810	48957	52026	53116	55891	
<b>6</b>	46180	48520	50833	54213	55246	58152	
<b>7</b>	47762	50251	52771	56335	57432	60314	
<b>8</b>	49386	52077	54761	58491	59579	62386	
<b>9</b>	50956	53794	56683	60791	61859	64518	
<b>10</b>	52536	55583	58630	63096	64161	66831	
<b>11</b>	53941	57084	60239	65290	66398	69071	
<b>12</b>	53941	58596	61905	67268	68326	71034	
<b>13</b>	53941	58596	63424	69174	70300	73011	
<b>14</b>	53941	58596	63424	71190	72692	74146	
<b>15</b>	53941	58596	63424	72227	73739	75390	
<b>16</b>	53941	58596	63424	73271	74820	76647	
<b>17</b>	53941	58596	63424	73990	75544	77563	
<b>18</b>	53941	58596	63424	74699	76237	78453	
<b>19</b>	53941	58596	63424	75412	76973	79360	
<b>20</b>	53941	58596	63424	76392	77665	80235	
<b>21</b>	53941	58596	63424	77238	78315	81081	
<b>22</b>	53941	58596	63424	77238	78915	81896	
<b>23</b>	53941	58596	63424	77238	78915	82719	
<b>24</b>	53941	58596	63424	77238	78915	82719	
<b>25</b>	53941	58596	63424	77238	78915	82719	84468
<b>26</b>	53941	58596	63424	77238	78915	82719	85044
<b>27</b>	53941	58596	63424	77238	78915	82719	85624

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

**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 <sup>1</sup>full-time employees; 50% Board-financed single/family medical program for <sup>2</sup>part-time employees.

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

**DENTAL INSURANCE** - 100% Board-financed single/family dental program for <sup>1</sup>full-time employees; 50% Board-financed single/family dental program for <sup>2</sup>part-time employees.

**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 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,\$37,560/185) starting with the 61st day. Upon placement on Teacher Salary Schedule (61<sup>st</sup> 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 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).

**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 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 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** – Certified 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.

**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. At year end any remaining calamity days over State allowance (5 days) will be made up beginning June 1.

<sup>1</sup>Full-Time Employee - works 35 hours per week or more.

<sup>2</sup>Part-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 18, 2009** RESOLUTION NUMBER # **65-09**, 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).*