

MADEIRA CITY SCHOOLS
TEACHER SALARY SCHEDULE –2018-2019 SCHOOL YEAR
2% Base

STEPS	BS	BS+15	BS+30	MA	MA+15	MA+30	MA+45
0	43149	43580	44837	47524	48543	50715	
1	44084	45672	47267	49699	50932	53376	
2	45665	47424	49205	51939	53166	55673	
3	47019	49055	51110	54144	55418	58101	
4	48613	50873	53101	56378	57600	60397	
5	50316	52722	55140	58596	59823	62949	
6	52011	54648	57252	61059	62223	65496	
7	53793	56597	59436	63449	64685	67931	
8	55622	58653	61676	65877	67103	70264	
9	57390	60588	63841	68467	69671	72665	
10	59169	62601	66034	71063	72263	75271	
11	60752	64292	67846	73535	74782	77794	
12	60752	65995	69722	75763	76955	80004	
13	60752	65995	71434	77909	79177	82231	
14	60752	65995	71434	80180	81872	83508	
15	60752	65995	71434	81348	83051	84910	
16	60752	65995	71434	82523	84268	86326	
17	60752	65995	71434	83334	85084	87358	
18	60752	65995	71434	84132	85865	88360	
19	60752	65995	71434	84935	86693	89381	
20	60752	65995	71434	86038	87473	90367	
21	60752	65995	71434	86992	88204	91321	
22	60752	65995	71434	86992	88880	92238	
23	60752	65995	71434	86992	88880	93165	
24	60752	65995	71434	86992	88880	93165	
25	60752	65995	71434	86992	88880	93165	95135
26	60752	65995	71434	86992	88880	93165	95783
27	60752	65995	71434	86992	88880	93165	96437

INTERVENTION TUTORS RANGE - \$20,000 to \$35,000. Salary will be recommended by the Superintendent.

SCHOOL PSYCH INTERN RANGE - \$20,000 to \$35,000. Salary will be recommended by the Superintendent.

HOME INSTRUCTION, AFTER SCHOOL/SUMMER INTERVENTION - \$35 per hour

BENEFITS

SICK LEAVE – (Policy 3432) Full time certificated employee shall accumulate 15 days annually, maximum accumulation to 260 days. Each certificated employee working less than full time will earn 4.6 hours of paid sick leave for each 80 hours of service.

SEVERANCE PAY – POLICY 3415 & 3415.01-Upon retirement, all certified employees, excluding Administrators, will be paid 30% of their accumulated and unused sick leave. Such payments will not exceed 66 days of unused sick leave.

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 up to the maximum allowed by law 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 **\$86.00 per full day, \$43 per half day, or prorated partial days**. Long-term substitute teacher’s rate of pay is \$86.00 for the first 10 ten teaching days for the same teacher, then \$90.00 per day for days 11 to 60, on day 61 paid on BS-0 of the Teachers Salary Schedule. ***Substitute teachers are employed by Hamilton County ESC – CCS COG. Long-term is determined based on assignment on consecutive days to the same substitute position. Substitute must hold the appropriate substitute license according to current ORC or state law.***

HOME INSTRUCTION/CURRICULUM/ESY HOURLY RATE – Flat rate of pay at **\$35 per hour**.

PER DIEM – Per diem rates of pay are calculated based on each teacher’s salary column and step. Board approved Supplemental work done at “per diem” is calculated individually and not as a flat rate per hour.

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 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 or department administrator. **No professional meeting should be attended without approval by the Superintendent and Administrative team.** While on your leave, **for approved reimbursement you are required to submit itemized receipts (not credit card slips) for all expenses** (hotel, food, registration). Upon your return, complete and sign **Professional Leave Expense Voucher**, listing of expenses incurred with proper documentation (receipts) attached and submit 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 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 21, 2018** RESOLUTION NUMBER # **XX-18**, 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).*