

**MADEIRA CITY SCHOOLS
TEACHER SALARY SCHEDULE 2019-2020 SCHOOL YEAR**

2% Base

Steps	BS	BS+15	BS+30	MA	MA+15	MA+30	MA+45
0	44,012	44,451	45,734	48,475	49,514	51,729	51,729
1	44,965	46,586	48,212	50,693	51,951	54,443	54,443
2	46,578	48,372	50,189	52,978	54,230	56,786	56,786
3	47,959	50,036	52,132	55,227	56,526	59,263	59,263
4	49,586	51,891	54,163	57,505	58,752	61,605	61,605
5	51,322	53,776	56,242	59,768	61,020	64,208	64,208
6	53,052	55,741	58,397	62,280	63,468	66,806	66,806
7	54,869	57,729	60,624	64,718	65,979	69,289	69,289
8	56,735	59,826	62,910	67,194	68,445	71,670	71,670
9	58,538	61,799	65,118	69,836	71,064	74,118	74,118
10	60,353	63,853	67,354	72,485	73,708	76,776	76,776
11	61,968	65,578	69,203	75,005	76,278	79,350	79,350
12	61,968	67,315	71,116	77,278	78,494	81,604	81,604
13	61,968	67,315	72,862	79,468	80,761	83,876	83,876
14	61,968	67,315	72,862	81,784	83,510	85,178	85,178
15	61,968	67,315	72,862	82,975	84,712	86,608	86,608
16	61,968	67,315	72,862	84,174	85,954	88,053	88,053
17	61,968	67,315	72,862	85,000	86,786	89,105	89,105
18	61,968	67,315	72,862	85,815	87,582	90,127	90,127
19	61,968	67,315	72,862	86,634	88,427	91,169	91,169
20	61,968	67,315	72,862	87,759	89,222	92,174	92,174
21	61,968	67,315	72,862	88,732	89,968	93,147	93,147
22	61,968	67,315	72,862	89,668	90,658	94,083	94,083
23	61,968	67,315	72,862	90,567	90,658	95,029	95,029
24	61,968	67,315	72,862	90,780	91,557	96,018	96,018
25	61,968	67,315	72,862	90,780	91,769	96,492	97,410
26	61,968	67,315	72,862	90,780	91,769	96,492	98,063
27	61,968	67,315	72,862	90,780	91,769	96,492	98,674

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) All regular employees that average 35 hours per week shall earn 15 sick days annually, at 1 ¼ per month, maximum accumulation 260 days. Regular employees that average 20-34.99 hours per week shall earn 12 sick days annually, or 1 per month, maximum accumulation 260 days. Regular part-time employees that average less than 20 hours per week shall be entitled to 4.6 hours of accumulated sick leave for each 80 hours of service, maximum accumulation 260 days.

Severance – **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 Center for Collaborative Solutions-HCESC. 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 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 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 Workdays – 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 20, 2019** RESOLUTION NUMBER # **XX-19**, 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).*